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COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING 1987

JUDITH L. TEICH
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1987 COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

NOVEMBER 1987

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Introduction

The COTH Survey of Housestaff Stipends, Benefits, and Funding is published annually by the Association of American Medical Colleges (AAMC). The survey questionnaire, which appears in Appendix F, is sent to all Council of Teaching Hospital (COTH) members in April of each year. This year, either complete or partial responses were received from 373 member hospitals, an 85 percent response rate.

The report is divided into three sections: 1) data on stipends paid in 1986-87 and projected stipend levels for 1987-88; 2) health and non-health benefits provided to housestaff and their dependents; and 3) teaching hospital expenditures and sources of funding for housestaff stipends and benefits. Nationwide mean and median stipend data are displayed, and are aggregated by region, type of affiliation relationship between the hospital and medical school, the hospital's ownership, and specific bedsize categories. Information is also included on resident-to-bed ratios for responding hospitals as calculated from 1987 survey data, as well as data on the distribution of minority residents and fellows.

Many AAMC colleagues provided assistance in the production of this document, but the efforts of JANIE BIGELOW, Survey Assistant, were of primary importance in the entire process. She was invaluable in entering and editing the data, and in producing the final tables. Her careful and professional approach is apparent throughout.

The high response rate for this survey lends credibility to the findings. The cooperation of all participating COTH member institutions is greatly appreciated; their prompt and efficient response to the survey questionnaire facilitated the faster turn-around time and earlier release of this year's final report.

Judith L. Teich
Staff Associate
Division of Clinical Services

CHAPTER I

HOUSESTAFF STIPENDS

NATIONWIDE DATA (Tables 1-4)

Analysis of data from the 1987 Survey of Housestaff Stipends, Benefits, and Funding indicates a slightly higher annual rate of increase in housestaff stipends than in the previous year. Table 1 displays the average data for the 346 institutions responding to this question; the mean first-year stipend of $22,747 represents an increase of $753 over the 1986-87 reported average first-year stipend of $21,994. This increase of $753 is $203 more than the increase of $550 reported last year. Table 2 presents the percentage increases by year of training, which substantiates this trend: a first-year mean increase of 3.4 percent; second-year, 3.4 percent; third-year, 3.3 percent; and fourth-year, 3.3 percent. In 1981-82, average resident stipend increases averaged 8.0 percent or more for each year of training. Since that time there had been a continuing trend toward a reduction in the rate of increase (Appendix A). This year's increases show a very slight change in this trend.

A display of "index levels", comparing stipend level increases, illustrates consistent increases in payment levels, averaging six percent for each post-MD year (Table 3). Table 4 adds an additional dimension by comparing first to second year reported stipends, making the previous year the "base year" figure. This table considers the matriculating resident whose past stipend was based, for example, on reported 1986-87 data. In reported 1987-88 data for that resident's next year of training, the potential increase from the first to second year would be 10.3 percent on average. This increase includes a step increase (the six percent increase in payment received when entering the next PGY level) and a base increase (the over-all average stipend increases for every PGY year). The first-to-second post-MD year dollar increase in last year's survey was $220 less than the same first-to-second year movement indicated in the current survey.

The data in this report are based on responses to the 1987 Survey of Housestaff Stipends, Benefits, and Funding, unless otherwised indicated. The 1987 survey included questions asking for 1986-87 data and estimated 1987-88 stipend payments. Therefore, figures for 1986-87 will differ slightly from the 1986-87 data published in last year's report. This report continues a statistical methodology employed for the first time in the 1984 report, affecting Tables 2, 10,15, 22, and 28. In these tables the comparison of the median housestaff stipend increases is computed as follows: all differences between 1986-87 and 1987-88 stipends are determined for each responding hospital, then the median or middle point of these differences is computed. A parallel method is employed to determine the median of the differences by percentage increase. This differs from a simple calculation of the median stipend payment increase for all respondents as a group, which reports the difference between those two medians over a two-year period. All other tables except those listed above report the difference between the medians, the simpler of the two calculations.

REGIONAL VARIATIONS (Tables 5-10)

Data from reporting institutions are analyzed by geographic region, affiliation relationship, hospital ownership, and bedsize. Table 5 compares median 1987-88 housestaff stipends by region, including data on nationwide stipends in dollars and median percentage increase. As in the past, the Northeastern region reports the highest and the Southern the lowest first-year stipend levels. It is interesting to note that the Western region reports the highest median stipend levels, except for the first-year level, a payment trend that has been evident in the past.

A review of the median percentage increases displayed in Table 5 shows the Southern region consistently below the national median, the Midwest slightly lower, and both the West and Northeast generally above the nationwide median, with increases that range from 6.7 to 116.8 percent. A six-year comparison of these regional first-year median stipends is provided in figure 1.

AFFILIATION RELATIONSHIPS (Tables 11-15)

The analyses by affiliation are based on the institution's relationship to the medical schools as reported in the COTH Directory of Educational Programs and Services. Three groups are designated as follows: university-owned, major affiliate, and limited affiliate. The definitions for affiliation are derived from the Accreditation Council for Graduate Medical Education's Directory of Residency Training Programs, but this survey separately identifies the university-owned institutions from other major affiliations, and merges the ACGME categories of "limited", "graduate", and "unaffiliated" under the COTH term, "limited affiliate".

An analysis of data by affiliation relationship (Table 11) shows the "major" affiliated institutions generally providing median stipend levels similar to those found nationwide. Hospitals that are "university-owned" show lower median stipend levels over-all, while those institutions with a "limited" affiliation provide the highest average stipend levels.

Although "limited affiliate" institutions generally pay the highest first-year stipends, they compose only 34 of the 346 institutions responding to this question. The majority of these limited affiliates are in the Northeast (21) followed by the Midwest (11) and are either non-profit (23) or church-owned (13) institutions. The distribution by bedsize is relatively equitable, with a slight majority of limited affiliates being hospitals with 400-550 beds (13).

In the past, the differential between average first-year stipends paid by "university-owned" institutions and "limited affiliate" institutions was somewhat greater. In 1985-86 there was a 5.3 percent differential; in 1986-87 the difference was 5.0 percent; and this year the differential has been reduced to 4.3 percent with median first-year stipends for university-owned hospitals being $962 less than median first-year stipends for limited affiliate hospitals (Table 11). Figure 2 illustrates this trend. As shown in Table 15, the median percentage increase for 1987-88 over 1986-87 for first-year stipends was $672 for university-owned hospitals, compared with $853 for hospitals in the "major affiliate" category.

HOSPITAL OWNERSHIP (Tables 16-22)

The following categories are used to distinguish hospital ownership for the purposes of this survey: state-owned, municipally-owned (including county, city, and district hospitals), church-owned, other non-profit, and Veterans Administration hospitals. As in the past, state and VA hospitals had somewhat lower stipend levels than did other institutions. These two ownership categories paid approximately $1200 less to first-year residents than did other non-profit institutions. Veterans Administration hospitals, while slightly above the average of state and municipally- owned hospitals, were also below the average stipend levels of church-owned and other non-profit institutions.

BEDSIZE GROUPINGS (Tables 23-28)

The difference in first-year stipend levels as arrayed by bed size categories again this year shows consistency rather than variation. Reported increases are within 2.4 percent of the nationwide mean.

METROPOLITAN AREA DATA (Tables 29-55)

Those metropolitan areas with sufficient numbers (4 or more) of COTH members responding to the 1987 survey are presented for comparative purposes. The tables compare the mean first-year stipends for each of these areas to the nationwide mean, and indicate each area's lowest and highest reported stipend level. Table 32 illustrates the mean first-year stipend for these metropolitan areas indexed to the national mean stipend for the same postgraduate year. No table is presented for areas where all responding residency programs are integrated, with all residents therefore paid the same amount.

The metropolitan areas and number of respondents follow:

Akron-Youngstown-Canton 6
Atlanta 5
Baltimore 4
Boston 10
Chicago 16
Cincinnati 5
Cleveland 6
Dallas 5
Dayton 4
Detroit 12
District of Columbia 7
Hartford 6
Houston 5
Long Island 5
Los Angeles 9
Milwaukee 7

Newark	4
New Orleans	4
New York	21
Philadelphia	14
Pittsburgh	9
Providence	4
San Francisco	5
Seattle	4
St. Louis	6

Table 1

Nationwide Housestaff Stipends for 1987-88 and 1986-87,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	346	$21,258	$22,485	$22,747	$24,019
2nd Post-MD Year	349	22,343	23,844	24,249	25,500
3rd Post-MD Year	349	23,552	25,056	25,609	26,926
4th Post-MD Year	344	24,549	26,340	26,919	28,500
5th Post-MD Year	333	25,500	27,525	28,109	29,970
6th Post-MD Year	281	26,347	28,753	29,458	32,052
		1986-87			
1st Post-MD Year	365	$20,600	$21,621	$21,994	$23,109
2nd Post-MD Year	368	21,650	23,120	23,460	24,500
3rd Post-MD Year	368	22,761	24,400	24,798	25,854
4th Post-MD Year	362	23,640	25,585	26,057	27,289
5th Post-MD Year	351	24,628	26,750	27,220	28,806
6th Post-MD Year	296	25,543	27,940	28,471	30,819

Table 2

Mean and Median Stipend Increases Nationwide, by Year of Training
1987-88 Compared with 1986-87

	Dollar Increases		Percentage Increases	
Year of Training	Median	Mean	Median	Mean
1st Post-MD Year	$ 864	$ 753	4.0%	3.4%
2nd Post-MD Year	724	789	3.1	3.4
3rd Post-MD Year	656	811	2.7	3.3
4th Post-MD Year	755	862	3.0	3.3
5th Post-MD Year	775	889	2.9	3.3
6th Post-MD Year	813	987	2.9	3.5

Table 3

Index Values for Average Nationwide Housestaff Stipends for 1987-88,
By Year of Training

Year of Training	Index Value: 1987-88	
	Median	Mean
1st Post-MD Year	1.00	1.00
2nd Post-MD Year	1.06	1.07
3rd Post-MD Year	1.11	1.13
4th Post-MD Year	1.17	1.18
5th Post-MD Year	1.22	1.24
6th Post-MD Year	1.28	1.30

* The index value is computed by dividing the median and mean stipends in each year by the median and mean stipends in the 1st Post-MD Year (the base year).

Table 4

Dollar and Percentage Increases in Nationwide Median Housestaff Stipends
Received By a Cohort of Residents

Year of Training		Dollar Increases		Percentage Increases	
1986-87	1987-88	Median	Mean	Median	Mean
1st Post-MD Yr to 2nd Post-MD Yr*		$2,223	$2,255	10.3%	10.3%
2nd Post-MD Yr to 3rd Post-MD Yr		1,936	2,149	8.4	9.2
3rd Post-MD Yr to 4th Post-MD Yr		1,940	2,121	8.0	8.6
4th Post-MD Yr to 5th Post-MD Yr		1,940	2,052	7.6	7.9
5th Post-MD Yr to 6th Post-MD Yr		2,003	2,238	7.5	8.2

* In other words, when a 1986-87 first year resident moved ahead to the second year in the program, that resident received an average 10.3 percent increase because both a step increase and a base stipend increase took effect.

Table 5

A Comparison of Median Housestaff Stipends for 1987-88,
By Year of Training and Geographic Region

Year of Training	Northeastern	Southern	Midwestern	Western	Nationwide
	1987-88 Median Stipend, by Region				
1st Post-MD Year	$24,000	$20,562	$21,925	$22,492	$22,485
2nd Post-MD Year	25,163	21,684	23,144	25,924	23,844
3rd Post-MD Year	26,400	22,750	24,017	28,234	25,056
4th Post-MD Year	27,852	23,745	25,036	30,201	26,340
5th Post-MD Year	29,958	24,910	26,100	31,715	27,525
6th Post-MD Year	31,900	25,700	27,458	33,571	28,753
	1987-88 Median Stipend as Percent of Nationwide Median, by Region				
1st Post-MD Year	106.7%	91.4%	97.5%	100.0%	100.0%
2nd Post-MD Year	105.5	90.9	97.1	108.7	100.0
3rd Post-MD Year	105.4	90.8	95.9	112.7	100.0
4th Post-MD Year	105.7	90.1	95.0	114.7	100.0
5th Post-MD Year	108.8	90.5	94.8	115.2	100.0
6th Post-MD Year	110.9	89.4	95.5	116.8	100.0

Figure 1:
First Post–M.D. Year Median Stipend Data:
A Six Year Comparison by Region

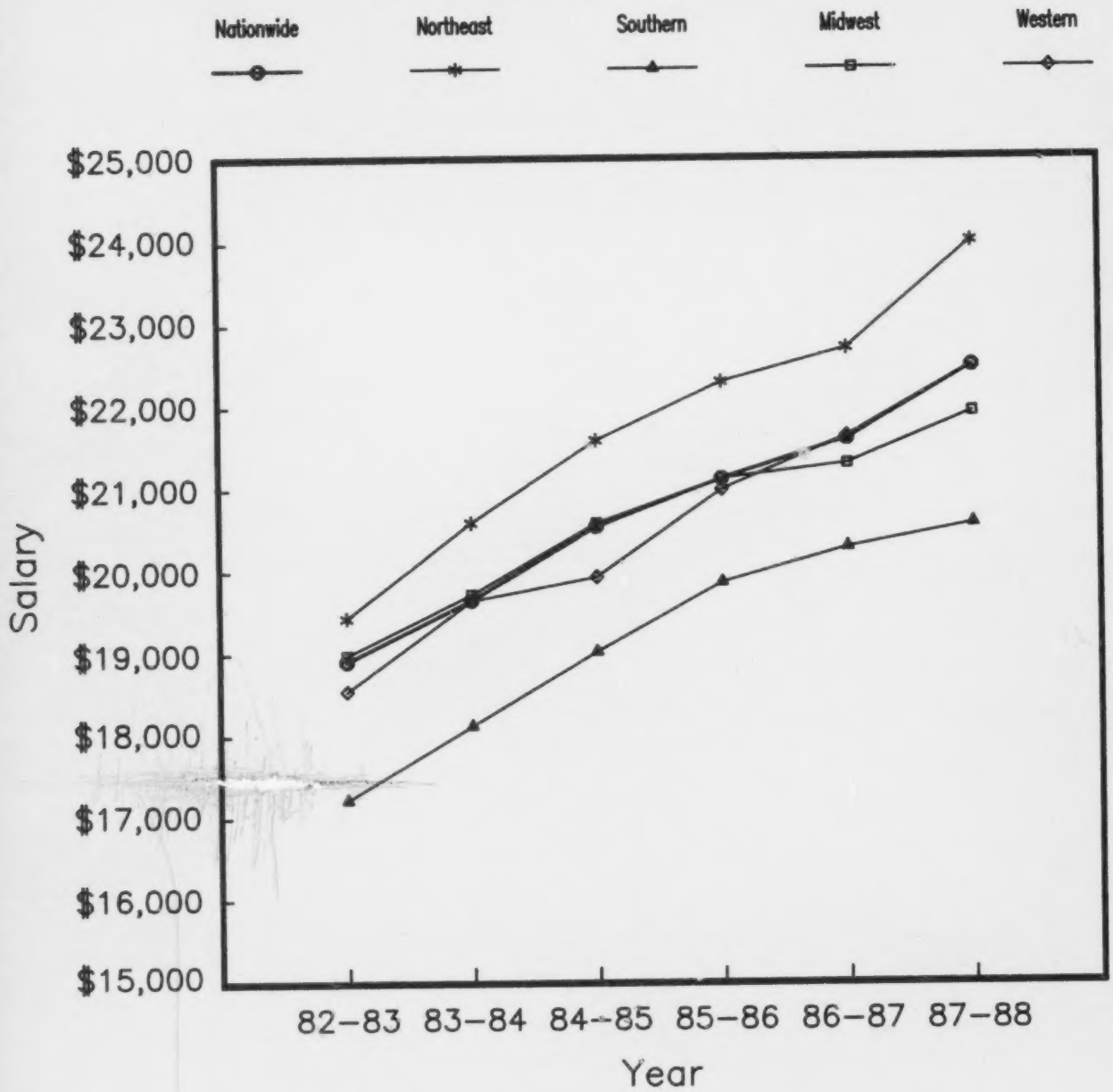


Table 6

Northeastern Region: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	132	$22,486	$24,000	$24,302	$25,966
2nd Post-MD Year	135	24,025	25,163	25,969	28,662
3rd Post-MD Year	135	25,480	26,400	27,535	30,633
4th Post-MD Year	134	26,755	27,852	29,014	32,008
5th Post-MD Year	127	28,000	29,958	30,336	33,030
6th Post-MD Year	106	29,540	31,900	32,044	34,580
		1986-87			
1st Post-MD Year	140	$21,611	$22,850	$23,373	$24,659
2nd Post-MD Year	143	23,120	24,300	24,984	26,500
3rd Post-MD Year	143	24,350	25,500	26,504	28,392
4th Post-MD Year	141	25,500	26,900	27,869	29,926
5th Post-MD Year	134	26,970	28,644	29,160	31,124
6th Post-MD Year	112	28,400	30,400	30,754	33,217

Table 7

Southern Region: Housestaff Stipends for 1987-88 and 1986-87,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1987-88		
1st Post-MD Year	73	$20,000	$20,562	$20,593	$21,433
2nd Post-MD Year	73	21,100	21,684	21,706	22,638
3rd Post-MD Year	73	22,080	22,750	22,787	23,813
4th Post-MD Year	73	22,980	23,745	23,845	24,965
5th Post-MD Year	72	23,880	24,910	24,906	26,466
6th Post-MD Year	64	24,780	25,700	25,908	27,443
			1986-87		
1st Post-MD Year	79	$19,233	$20,000	$19,982	$20,910
2nd Post-MD Year	79	20,253	20,971	21,058	22,074
3rd Post-MD Year	79	21,269	22,050	22,105	23,243
4th Post-MD Year	79	22,278	23,000	23,135	24,356
5th Post-MD Year	78	23,228	23,876	24,155	25,830
6th Post-MD Year	69	23,669	24,860	25,023	26,774

Table 8

Midwestern Region: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	102	$21,408	$21,925	$22,171	$23,000
2nd Post-MD Year	102	22,124	23,144	23,250	24,261
3rd Post-MD Year	102	23,200	24,017	24,309	25,300
4th Post-MD Year	100	24,400	25,036	25,396	26,400
5th Post-MD Year	98	25,417	26,100	26,399	27,525
6th Post-MD Year	79	26,117	27,458	27,434	28,842
		1986-87			
1st Post-MD Year	103	$20,600	$21,540	$21,502	$22,272
2nd Post-MD Year	103	21,641	22,590	22,566	23,550
3rd Post-MD Year	103	22,600	23,643	23,620	24,550
4th Post-MD Year	100	23,640	24,634	24,652	25,629
5th Post-MD Year	98	24,340	25,764	25,610	26,825
6th Post-MD Year	78	25,040	26,877	26,481	27,905

Table 9

Western Region: Housestaff Stipends for 1987-88 and 1986-87,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	39	$21,178	$22,492	$23,022	$24,300
2nd Post-MD Year	39	23,844	25,924	25,667	27,230
3rd Post-MD Year	39	25,176	28,234	27,619	29,500
4th Post-MD Year	37	26,532	30,201	29,515	31,800
5th Post-MD Year	36	27,888	31,715	31,314	33,900
6th Post-MD Year	32	29,232	33,571	32,986	35,000
		1986-87			
1st Post-MD Year	43	$20,862	$21,715	$22,384	$24,300
2nd Post-MD Year	43	23,000	25,210	24,945	27,000
3rd Post-MD Year	43	24,560	27,144	26,888	29,477
4th Post-MD Year	42	25,760	29,370	28,816	31,562
5th Post-MD Year	41	27,085	30,821	30,560	33,591
6th Post-MD Year	37	28,585	32,240	32,185	35,000

Table 10

Mean and Median Stipend Increases by Region and Year of Training
1987-88 Compared with 1986-87

Dollar Increases, by Region

	Northeastern		Southern		Midwestern		Western	
Year of Training	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$1,150	$ 929	$ 562	$ 611	$ 385	$ 669	$ 777	$ 638
2nd Post-MD Year	863	985	713	648	554	684	714	722
3rd Post-MD Year	900	1,031	700	682	374	689	1,090	731
4th Post-MD Year	952	1,145	745	710	402	744	831	699
5th Post-MD Year	1,314	1,176	1,034	751	336	789	894	754
6th Post-MD Year	1,500	1,290	840	885	581	953	1,331	801

Percentage Increases, by Region

1st Post-MD Year	5.0%	4.0%	2.8%	3.1%	1.8%	3.1%	3.6%	2.9%
2nd Post-MD Year	3.6	3.9	3.4	3.1	2.5	3.0	2.8	2.9
3rd Post-MD Year	3.5	3.9	3.2	3.1	1.6	2.9	4.0	2.7
4th Post-MD Year	3.5	4.1	3.2	3.1	1.6	3.0	2.8	2.4
5th Post-MD Year	4.6	4.0	4.3	3.1	1.3	3.1	2.9	2.5
6th Post-MD Year	4.9	4.2	3.4	3.5	2.2	3.6	4.1	2.5

Table 11

A Comparison of Median Housestaff Stipends for 1987-88,
By Year of Training and Hospital Affiliation

Year of Training	University-Owned	Major Affiliate	Limited Affiliate	Nationwide
1987-88 Median Stipend, by Affiliation Relationship				
1st Post-MD Year	$21,706	$22,485	$22,668	$22,485
2nd Post-MD Year	22,900	23,890	24,198	23,844
3rd Post-MD Year	24,116	25,176	26,100	25,056
4th Post-MD Year	25,390	26,425	27,375	26,340
5th Post-MD Year	26,785	27,700	28,410	27,525
6th Post-MD Year	27,962	29,016	29,875	28,753
1987-88 Median Stipend as Percent of Nationwide Median, by Affiliation Relationship				
1st Post-MD Year	96.5%	100.0%	100.8%	100.0%
2nd Post-MD Year	96.0	100.2	101.5	100.0
3rd Post-MD Year	96.2	100.5	104.2	100.0
4th Post-MD Year	96.4	100.3	103.9	100.0
5th Post-MD Year	97.3	100.6	103.2	100.0
6th Post-MD Year	97.2	100.9	103.9	100.0

Figure 2:
First Post-M.D. Year Median Stipend Data: A Six Year Comparison by Affiliation

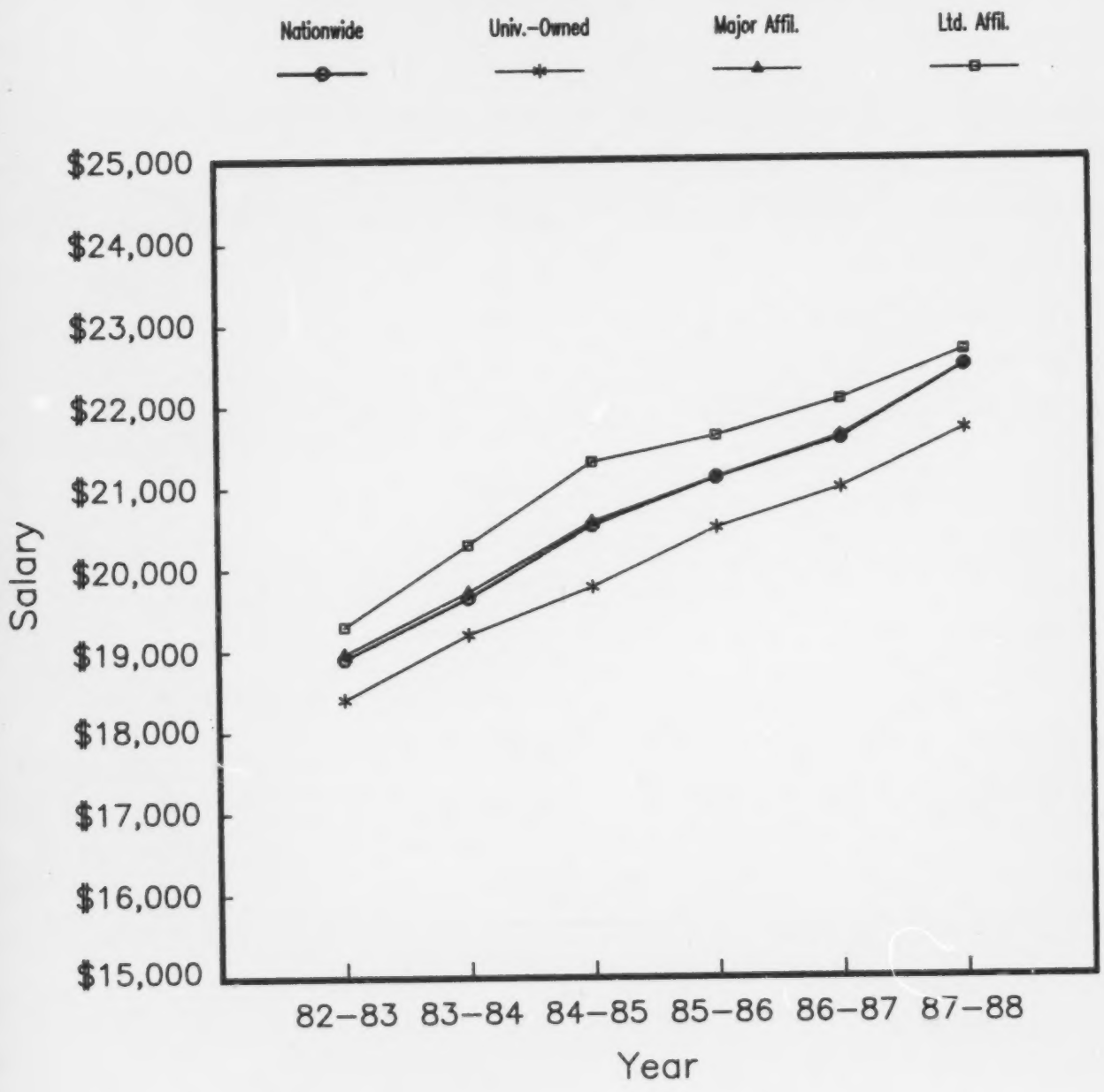


Table 12

University-Owned Hospitals: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	55	$20,782	$21,706	$22,213	$22,941
2nd Post-MD Year	55	22,064	22,900	23,682	24,482
3rd Post-MD Year	55	23,052	24,116	24,975	25,508
4th Post-MD Year	55	24,050	25,390	26,300	27,040
5th Post-MD Year	55	24,900	26,785	27,567	28,721
6th Post-MD Year	52	25,750	27,962	28,763	29,540
		1986-87			
1st Post-MD Year	58	$20,300	$21,034	$21,556	$22,273
2nd Post-MD Year	58	21,424	22,500	22,984	23,817
3rd Post-MD Year	58	22,400	23,671	24,265	24,909
4th Post-MD Year	57	23,150	25,000	25,584	26,004
5th Post-MD Year	57	23,900	26,400	26,822	27,477
6th Post-MD Year	53	24,650	27,393	27,887	28,672

Table 13

Major Affiliate: Housestaff Stipends for 1987-88 and 1986-87,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1987-88		
1st Post-MD Year	250	$21,300	$22,485	$22,846	$24,055
2nd Post-MD Year	252	22,500	23,890	24,330	25,550
3rd Post-MD Year	252	23,552	25,176	25,688	26,950
4th Post-MD Year	247	24,660	26,425	27,000	28,681
5th Post-MD Year	238	25,500	27,700	28,211	30,000
6th Post-MD Year	204	26,368	29,016	29,628	32,600
			1986-87		
1st Post-MD Year	263	$20,600	$21,632	$22,050	$23,180
2nd Post-MD Year	265	21,676	23,150	23,501	24,700
3rd Post-MD Year	265	22,812	24,510	24,834	25,982
4th Post-MD Year	260	23,640	25,600	26,077	27,319
5th Post-MD Year	251	24,559	26,750	27,259	28,808
6th Post-MD Year	216	25,543	27,940	28,569	30,819

Table 14

Limited Affiliate: Housestaff Stipends for 1987-88 and 1986-87,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	34	$21,416	$22,668	$22,572	$23,512
2nd Post-MD Year	35	22,318	24,198	24,249	25,366
3rd Post-MD Year	35	23,754	26,100	25,655	26,661
4th Post-MD Year	35	24,851	27,375	26,981	28,808
5th Post-MD Year	34	25,896	28,410	28,197	30,182
6th Post-MD Year	22	27,013	29,875	29,204	31,702
		1986-87			
1st Post-MD Year	37	$20,799	$21,850	$22,033	$23,109
2nd Post-MD Year	38	22,100	23,400	23,646	24,515
3rd Post-MD Year	38	23,100	25,018	25,042	25,800
4th Post-MD Year	38	24,100	26,170	26,337	27,235
5th Post-MD Year	37	25,100	27,338	27,513	28,850
6th Post-MD Year	24	26,100	28,475	28,621	30,129

Table 15

Mean and Median Stipend Increases by Hospital Affiliation Relationship and Year of Training
1987-88 Compared with 1986-87

Dollar Increases, by Affiliation Relationship

	University-Owned		Major Affiliate		Limited Affiliate	
Year of Training	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$ 672	$ 657	$ 853	$ 796	$ 818	$ 539
2nd Post-MD Year	400	698	740	829	798	603
3rd Post-MD Year	445	710	666	854	1,082	613
4th Post-MD Year	390	716	825	923	1,205	644
5th Post-MD Year	385	745	950	952	1,072	684
6th Post-MD Year	569	876	1,076	1,059	1,400	583

Percentage Increases, by Affiliation Relationship

1st Post-MD Year	3.2%	3.0%	3.9%	3.6%	3.7%	2.4%
2nd Post-MD Year	1.8	3.0	3.2	3.5	3.4	2.6
3rd Post-MD Year	1.9	2.9	2.7	3.4	4.3	2.5
4th Post-MD Year	1.6	2.8	3.2	3.5	4.6	2.5
5th Post-MD Year	1.5	2.8	3.6	3.5	3.9	2.5
6th Post-MD Year	2.1	3.1	3.9	3.7	4.9	2.0

Table 16

A Comparison of Median Housestaff Stipends for 1987-88,

By Year of Training and Hospital Ownership

Year of Training	State-Owned	Municipally-Owned	Church-Owned	Other, Nonprofit	Veterans Administration	Nationwide
	1987-88 Median Stipend, by Hospital Ownership					
1st Post-MD Year	$21,408	$22,047	$22,068	$22,623	$21,925	$22,485
2nd Post-MD Year	22,590	23,890	23,338	24,198	23,380	23,844
3rd Post-MD Year	23,643	25,176	24,400	25,516	24,400	25,056
4th Post-MD Year	24,873	26,726	25,700	26,654	25,600	26,340
5th Post-MD Year	26,211	27,901	27,000	28,000	26,825	27,525
6th Post-MD Year	27,618	29,128	28,600	29,300	28,317	28,753
	1987-88 Median Stipend as Percent of Nationwide Median, by Hospital Ownership					
1st Post-MD Year	95.2%	98.1%	98.1%	100.6%	97.5%	100.0%
2nd Post-MD Year	94.7	100.2	97.9	101.5	98.1	100.0
3rd Post-MD Year	94.4	100.5	97.4	101.8	97.4	100.0
4th Post-MD Year	94.4	101.5	97.6	101.2	97.2	100.0
5th Post-MD Year	95.2	101.4	98.1	101.7	97.5	100.0
6th Post-MD Year	96.1	101.3	99.5	101.9	98.5	100.0

Figure 3:
First Post–M.D. Year Median Stipend Data: A Six Year Comparison by Type of Ownership

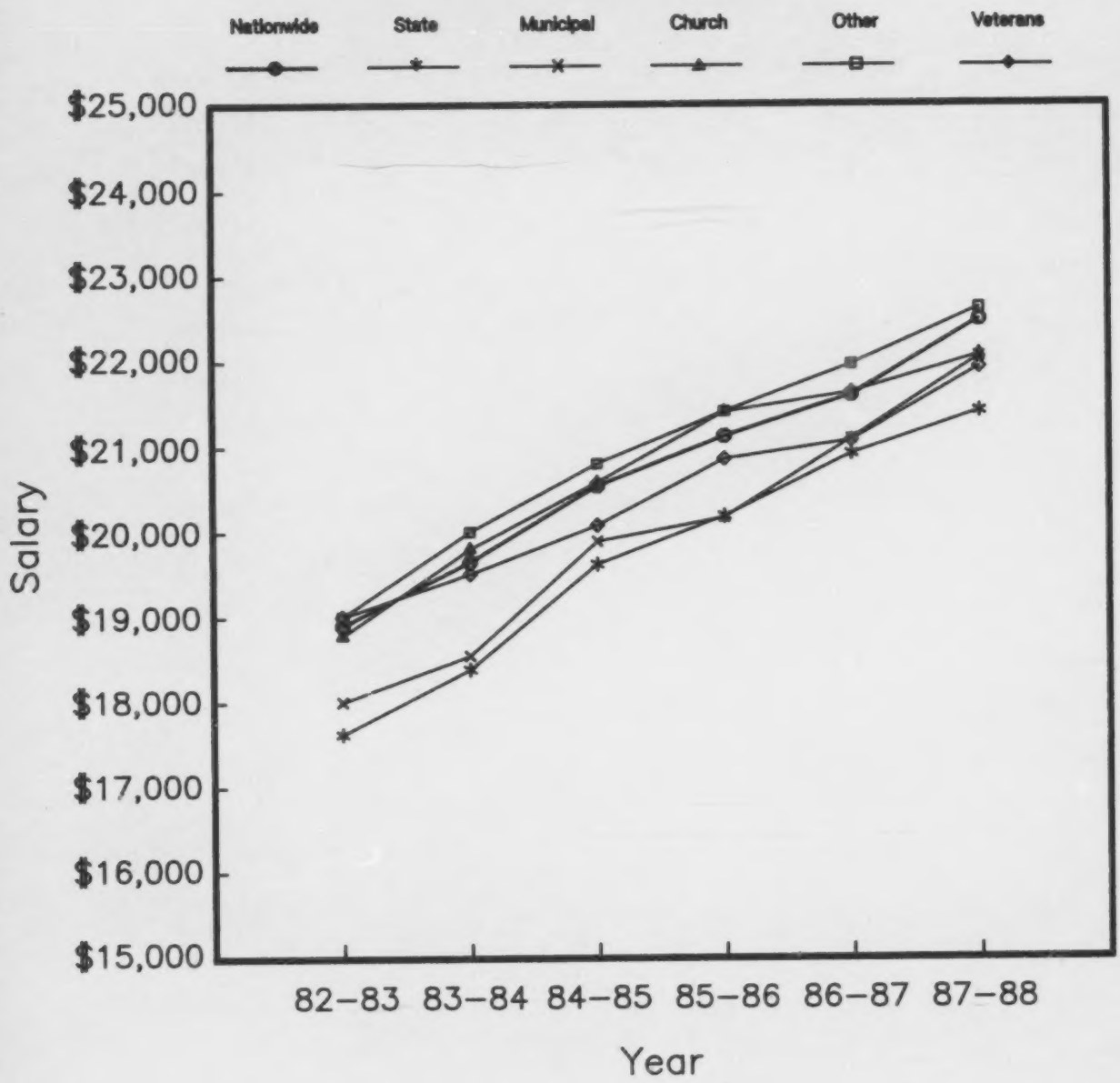


Table 17

State-Owned Hospitals: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	40	$20,650	$21,408	$22,041	$22,700
2nd Post-MD Year	40	21,504	22,590	23,444	24,100
3rd Post-MD Year	40	22,812	23,643	24,733	25,400
4th Post-MD Year	40	23,700	24,873	26,055	26,660
5th Post-MD Year	40	24,778	26,211	27,290	27,900
6th Post-MD Year	39	25,750	27,618	28,528	29,540
		1986-87			
1st Post-MD Year	42	$20,257	$20,900	$21,406	$21,950
2nd Post-MD Year	42	21,291	22,074	22,765	23,250
3rd Post-MD Year	42	22,008	23,243	24,044	24,560
4th Post-MD Year	41	23,025	24,356	25,375	26,000
5th Post-MD Year	41	23,900	25,830	26,592	27,095
6th Post-MD Year	39	24,304	27,076	27,663	28,585

Table 18

Municipally-Owned Hospitals: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	34	$20,537	$22,047	$23,225	$24,549
2nd Post-MD Year	34	21,684	23,890	25,204	28,553
3rd Post-MD Year	34	22,658	25,176	26,860	31,320
4th Post-MD Year	33	23,745	26,726	28,299	33,200
5th Post-MD Year	33	24,923	27,901	29,542	34,200
6th Post-MD Year	32	25,126	29,128	30,619	35,100
		1986-87			
1st Post-MD Year	35	$20,013	$21,084	$22,428	$24,549
2nd Post-MD Year	35	20,952	23,438	24,369	28,553
3rd Post-MD Year	35	21,660	24,550	25,967	31,320
4th Post-MD Year	34	22,727	25,600	27,296	32,390
5th Post-MD Year	34	23,730	26,872	28,493	33,420
6th Post-MD Year	33	24,752	28,168	29,509	34,422

Table 19

Church-Owned Hospitals: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	48	$21,500	$22,068	$22,834	$23,350
2nd Post-MD Year	48	22,638	23,338	24,238	24,800
3rd Post-MD Year	48	23,800	24,400	25,586	26,208
4th Post-MD Year	48	24,851	25,700	26,790	27,500
5th Post-MD Year	46	25,809	27,000	27,728	28,900
6th Post-MD Year	28	26,900	28,600	29,356	30,400
		1986-87			
1st Post-MD Year	51	$21,000	$21,830	$22,158	$22,880
2nd Post-MD Year	51	22,100	23,120	23,568	24,300
3rd Post-MD Year	51	23,053	24,565	24,941	25,594
4th Post-MD Year	51	24,100	25,764	26,091	26,625
5th Post-MD Year	49	25,300	26,790	27,095	28,200
6th Post-MD Year	31	26,100	28,404	28,589	30,592

Table 20

Other, Nonprofit Hospitals: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1987-88		
1st Post-MD Year	165	$21,700	$22,623	$22,875	$24,087
2nd Post-MD Year	168	22,800	24,198	24,335	25,400
3rd Post-MD Year	168	23,862	25,516	25,671	26,625
4th Post-MD Year	164	24,914	26,654	27,012	28,169
5th Post-MD Year	155	26,000	28,000	28,243	30,000
6th Post-MD Year	126	27,109	29,300	29,595	32,052
			1986-87		
1st Post-MD Year	173	$21,000	$21,937	$22,168	$23,300
2nd Post-MD Year	176	22,237	23,268	23,599	24,515
3rd Post-MD Year	176	23,100	24,615	24,917	25,900
4th Post-MD Year	172	24,200	25,725	26,205	27,315
5th Post-MD Year	163	25,300	26,988	27,398	28,808
6th Post-MD Year	133	26,600	28,325	28,723	30,819

Table 21

Veterans Administration Hospitals: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	58	$20,610	$21,925	$22,563	$24,075
2nd Post-MD Year	58	21,736	23,380	24,056	25,698
3rd Post-MD Year	58	22,758	24,400	25,372	26,926
4th Post-MD Year	58	23,861	25,600	26,633	28,000
5th Post-MD Year	58	24,935	26,825	27,866	29,958,
6th Post-MD Year	55	26,055	28,317	29,251	32,052
		1986-87			
1st Post-MD Year	63	$19,848	$21,065	$21,581	$22,764
2nd Post-MD Year	63	20,971	22,772	22,992	24,014
3rd Post-MD Year	63	22,049	23,703	24,258	25,314
4th Post-MD Year	63	23,025	24,634	25,458	26,754
5th Post-MD Year	63	24,172	25,706	26,642	27,972
6th Post-MD Year	59	24,650	27,076	27,865	29,220

Table 22

Mean and Median Stipend Increases by Hospital Ownership and Year of Training
1987-88 Compared with 1986-87

Year of Training	State-Owned		Municipally-Owned		Church-Owned		Other, Nonprofit		Veterans Administration	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Dollar Increases, by Hospital Ownership										
1st Post-MD Year	$508	$635	$ 963	$ 797	$238	$676	$686	$707	$ 860	$ 982
2nd Post-MD Year	516	679	452	835	218	670	930	736	608	1,064
3rd Post-MD Year	400	689	626	893	-165	645	901	754	697	1,114
4th Post-MD Year	517	680	1,126	1,003	-64	699	929	807	966	1,175
5th Post-MD Year	381	698	1,029	1,049	210	633	1,012	845	1,119	1,224
6th Post-MD Year	542	865	960	1,110	196	767	975	872	1,241	1,386
Percentage Increases, by Hospital Ownership										
1st Post-MD Year	2.4%	3.0%	4.6%	3.6%	1.2%	3.1%	3.1%	3.2%	4.1%	4.6%
2nd Post-MD Year	2.3	3.0	1.9	3.4	0.9	2.8	4.0	3.1	2.7	4.6
3rd Post-MD Year	1.7	2.9	2.5	3.4	-0.7	2.6	3.7	3.0	2.9	4.6
4th Post-MD Year	2.1	2.7	4.4	3.7	-0.2	2.7	3.6	3.1	3.9	4.6
5th Post-MD Year	1.5	2.6	3.8	3.7	0.8	2.3	3.7	3.1	4.4	4.6
6th Post-MD Year	2.0	3.1	3.4	3.8	0.7	2.7	3.4	3.0	4.6	5.0

Table 23

A Comparison of Median Housestaff Stipends for 1987-88,
By Year of Training and Hospital Bed Size

Year of Training	399 or Fewer	400-549	550-699	700 or More	Nationwide
	1987-88 Median Stipend, by Hospital Bed Size				
1st Post-MD Year	$22,488	$22,580	$21,927	$22,281	$22,485
2nd Post-MD Year	23,844	23,975	23,510	23,600	23,844
3rd Post-MD Year	25,176	25,189	24,622	25,000	25,056
4th Post-MD Year	26,425	26,624	25,700	26,203	26,340
5th Post-MD Year	27,780	27,700	27,000	27,448	27,525
6th Post-MD Year	29,232	28,672	28,299	29,084	28,753
	1987-88 Median Stipend as Percent of Nationwide Median, by Hospital Bed Size				
1st Post-MD Year	100.0%	100.4%	97.5%	99.1%	100.0%
2nd Post-MD Year	100.0	100.5	98.6	99.0	100.0
3rd Post-MD Year	100.5	100.5	98.3	99.8	100.0
4th Post-MD Year	100.3	101.1	97.6	99.5	100.0
5th Post-MD Year	100.9	100.6	98.1	99.7	100.0
6th Post-MD Year	101.7	99.7	98.4	101.2	100.0

Table 24

Hospitals with 399 or Fewer Beds: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1987-88		
1st Post-MD Year	87	$21,270	$22,488	$22,659	$24,000
2nd Post-MD Year	90	22,232	23,844	24,187	25,500
3rd Post-MD Year	90	23,444	25,176	25,472	26,950
4th Post-MD Year	89	24,717	26,425	26,772	28,500
5th Post-MD Year	85	25,417	27,780	27,988	30,000
6th Post-MD Year	66	26,117	29,232	29,159	31,882
			1986-87		
1st Post-MD Year	93	$20,784	21,621	$21,872	$23,100
2nd Post-MD Year	96	21,650	23,000	23,304	24,400
3rd Post-MD Year	96	22,761	24,250	24,566	25,725
4th Post-MD Year	95	23,640	25,500	25,828	27,315
5th Post-MD Year	91	24,446	26,872	27,004	28,806
6th Post-MD Year	71	25,310	28,002	28,049	30,546

Table 25

Hospitals with 400-549 Beds: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	100	$21,280	$22,580	$22,752	$24,000
2nd Post-MD Year	100	22,126	23,975	24,273	25,542
3rd Post-MD Year	100	23,600	25,189	25,658	26,957
4th Post-MD Year	97	24,634	26,624	27,096	28,850
5th Post-MD Year	92	25,400	27,700	28,203	30,000
6th Post-MD Year	80	26,117	28,672	29,510	32,640
		1986-87			
1st Post-MD Year	105	$20,627	$21,611	$22,014	$23,192
2nd Post-MD Year	105	21,481	23,150	23,502	24,752
3rd Post-MD Year	105	22,450	24,460	24,832	25,854
4th Post-MD Year	102	23,393	25,628	26,191	27,512
5th Post-MD Year	97	24,446	26,825	27,303	28,832
6th Post-MD Year	81	25,000	27,900	28,500	31,297

Table 26

Hospitals with 550-699 Beds: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	73	$21,098	$21,927	$22,586	$23,518
2nd Post-MD Year	73	22,343	23,510	24,063	25,250
3rd Post-MD Year	73	23,682	24,622	25,432	26,400
4th Post-MD Year	72	24,914	25,700	26,740	27,824
5th Post-MD Year	71	26,022	27,000	28,032	29,900
6th Post-MD Year	62	27,013	28,299	29,352	31,593
		1986-87			
1st Post-MD Year	80	$20,449	$21,300	$21,778	$22,743
2nd Post-MD Year	80	21,676	23,000	23,277	24,390
3rd Post-MD Year	80	22,792	24,095	24,606	25,635
4th Post-MD Year	78	24,100	25,200	25,893	27,223
5th Post-MD Year	77	25,272	26,500	27,145	28,806
6th Post-MD Year	68	25,919	27,700	28,404	30,500

Table 27

Hospitals with 700 or More Beds: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1987-88			
1st Post-MD Year	86	$21,258	$22,281	$22,968	$24,125
2nd Post-MD Year	86	22,390	23,600	24,444	25,550
3rd Post-MD Year	86	23,500	25,000	25,845	26,950
4th Post-MD Year	86	24,300	26,203	27,020	28,850
5th Post-MD Year	85	25,417	27,448	28,192	30,570
6th Post-MD Year	73	26,581	29,084	29,761	33,571
		1986-87			
1st Post-MD Year	87	$20,684	$21,844	$22,301	$23,310
2nd Post-MD Year	87	21,800	23,388	23,747	24,800
3rd Post-MD Year	87	22,940	24,550	25,187	26,550
4th Post-MD Year	87	24,000	25,600	26,296	28,000
5th Post-MD Year	86	25,000	26,725	27,423	29,900
6th Post-MD Year	76	25,830	28,186	28,894	33,224

Table 28

Mean and Median Stipend Increases by Hospital
Bed Size and Year of Training
1987-88 Compared with 1986-87

Dollar Increases, by Hospital Bed Size

Year of Training	399 or Fewer		400-549		550-699		700 or More	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$ 867	$ 787	$969	$738	$ 627	$808	$437	$667
2nd Post-MD Year	844	883	825	771	510	786	212	697
3rd Post-MD Year	926	906	729	826	527	826	450	658
4th Post-MD Year	925	944	996	905	500	847	603	724
5th Post-MD Year	908	984	875	900	500	887	723	769
6th Post-MD Year	1,230	1,110	772	1,010	599	948	898	867

Percentage Increases, by Hospital Bed Size

1st Post-MD Year	4.0%	3.6%	4.5%	3.4%	2.9%	3.7%	2.0%	3.0%
2nd Post-MD Year	3.7	3.8	3.6	3.3	2.2	3.4	0.9	2.9
3rd Post-MD Year	3.8	3.7	3.0	3.3	2.2	3.4	1.8	2.6
4th Post-MD Year	3.6	3.7	3.9	3.5	2.0	3.3	2.4	2.8
5th Post-MD Year	3.4	3.6	3.3	3.3	1.9	3.3	2.7	2.8
6th Post-MD Year	4.4	4.0	2.8	3.5	2.2	3.3	3.2	3.0

Table 29

Mean First-Year Stipend Indexed to
National Mean by City
1987-88

	Mean 1st Yr. Stipend	Index Value
National	$22,747	1.0000
Akron-Youngstown, OH	23,195	1.0197
Atlanta, GA	20,347	.8945
Baltimore, MD	21,507	.9455
Boston, MA	24,047	1.0571
Chicago, IL	22,157	.9741
Cincinnati, OH	22,031	.9685
Cleveland, OH	23,760	1.0445
Dallas, TX	20,427	.8980
Dayton, OH	21,350	.9386
Detroit, MI	23,204	1.0201
District of Columbia	21,934	.9643
Hartford, CT	23,259	1.0225
Houston, TX	22,148	.9737
Long Island, NY	27,226	1.1969
Los Angeles, CA	22,754	1.0003
Milwaukee, WI	21,512	.9457
Newark, NJ	26,389	1.1601
New Orleans, LA	19,830	.8718
New York, NY	27,895	1.2263
Philadelphia, PA	24,075	1.0584
Pittsburg, PA	22,931	1.0081
Providence, RI	22,108	.9719
San Francisco, CA	24,054	1.0575
Seattle, WA	23,469	1.0317
St. Louis, MO	22,593	.9932
All Other Cities	22,072	.9704

Table 30

Akron-Youngstown-Canton, Ohio: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$23,195	$22,000	$27,045	6
2nd Post-MD Year	24,524	23,000	29,445	6
3rd Post-MD Year	25,849	24,000	31,845	6
4th Post-MD Year	27,078	25,000	34,245	6
5th Post-MD Year	26,587	25,750	27,600	4
6th Post-MD Year	*	*	*	*
		1986-87		
1st Post-MD Year	$22,904	$21,000	$26,545	5
2nd Post-MD Year	24,289	22,250	28,945	5
3rd Post-MD Year	25,709	23,250	31,345	5
4th Post-MD Year	27,039	24,250	33,745	5
5th Post-MD Year	26,183	*	*	3
6th Post-MD Year	*	*	*	*

*Too few respondents to report data.

Table 31

Atlanta, Georgia: Housestaff Stipends for 1987-88 and 1986-87
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$20,347	$20,280	$20,616	5
2nd Post-MD Year	21,233	21,180	21,446	5
3rd Post-MD Year	22,133	22,080	22,349	5
4th Post-MD Year	23,034	22,980	23,251	5
5th Post-MD Year	23,934	23,880	24,154	5
6th Post-MD Year	24,835	24,780	25,056	5
		1986-87		
1st Post-MD Year	$20,011	$19,860	$20,616	5
2nd Post-MD Year	20,851	20,760	21,218	5
3rd Post-MD Year	21,691	21,660	21,819	5
4th Post-MD Year	22,532	22,421	22,560	5
5th Post-MD Year	23,372	23,023	23,460	5
6th Post-MD Year	24,213	23,625	24,360	5

Table 32

Baltimore, Maryland: Housestaff Stipends for 1987-88 and 1986-87
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$21,507	$21,270	$21,808	4
2nd Post-MD Year	23,176	22,525	23,929	4
3rd Post-MD Year	24,186	23,375	25,031	4
4th Post-MD Year	24,923	23,925	26,755	4
5th Post-MD Year	25,968	24,450	28,458	4
6th Post-MD Year	26,857	*	*	3
		1986-87		
1st Post-MD Year	$20,712	$20,250	$21,808	4
2nd Post-MD Year	22,336	21,250	23,725	4
3rd Post-MD Year	23,112	21,650	25,031	4
4th Post-MD Year	23,824	22,150	26,755	4
5th Post-MD Year	24,944	22,850	28,458	4
6th Post-MD Year	25,757	*	*	3

*Too few respondents to report data.

Table 33

Boston, Massachusetts: Housestaff Stipends for 1987-88 and 1986-87, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$24,047	$22,725	$24,500	10
2nd Post-MD Post	25,292	23,975	25,550	11
3rd Post-MD Year	26,667	26,300	26,957	11
4th Post-MD Year	28,366	26,780	28,850	11
5th Post-MD Year	30,311	28,340	30,805	10
6th Post-MD Year	32,875	31,400	33,530	8
		1986-87		
1st Post-MD Year	$23,219	$21,850	$23,500	11
2nd Post-MD Year	24,428	23,050	24,901	12
3rd Post-MD Year	25,769	24,900	26,396	12
4th Post-MD Year	27,226	25,750	28,000	12
5th Post-MD Year	29,118	27,250	29,900	11
6th Post-MD Year	31,553	29,800	32,550	9

Table 34

Chicago, Illinois: Housestaff Stipends for 1987-88 and 1986-87,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$22,157	$20,525	$24,055	16
2nd Post-MD Year	23,447	21,715	25,074	16
3rd Post-MD Year	24,595	22,813	26,073	16
4th Post-MD Year	25,738	23,936	27,113	15
5th Post-MD Year	27,011	25,059	28,090	15
6th Post-MD Year	28,307	26,900	29,110	12
		1986-87		
1st Post-MD Year	$21,782	$20,525	$23,301	16
2nd Post-MD Year	23,024	21,715	24,279	16
3rd Post-MD Year	24,205	22,813	25,256	16
4th Post-MD Year	25,276	23,936	26,255	15
5th Post-MD Year	26,528	25,059	27,288	15
6th Post-MD Year	27,680	26,470	28,572	12

Table 35

Cincinnati, Ohio: Housestaff Stipends for 1987-88 and 1986-87,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$22,031	$20,650	$23,450	5
2nd Post-MD Year	23,243	21,642	24,604	5
3rd Post-MD Year	24,432	22,812	25,939	5
4th Post-MD Year	25,496	24,048	26,850	5
5th Post-MD Year	26,572	25,351	27,650	5
6th Post-MD Year	27,447	25,958	28,600	5
		1986-87		
1st Post-MD Year	$21,533	$20,300	$22,750	5
2nd Post-MD Year	22,730	21,291	24,154	5
3rd Post-MD Year	23,903	22,462	25,489	5
4th Post-MD Year	24,937	23,698	26,075	5
5th Post-MD Year	26,011	25,001	26,975	5
6th Post-MD Year	26,735	25,608	27,775	5

Table 36

Cleveland, Ohio: Housestaff Stipends for 1987-88 and 1986-87,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$23,760	$23,275	$24,790	6
2nd Post-MD Year	24,741	24,250	26,022	6
3rd Post-MD Year	25,704	25,300	26,888	6
4th Post-MD Year	26,722	26,300	27,883	6
5th Post-MD Year	27,817	27,025	29,137	6
6th Post-MD Year	28,905	27,700	30,089	6
		1986-87		
1st Post-MD Year	$22,926	$22,600	$23,836	6
2nd Post-MD Year	23,878	23,550	25,022	6
3rd Post-MD Year	24,804	24,550	25,854	6
4th Post-MD Year	25,785	25,500	26,811	6
5th Post-MD Year	26,857	26,225	28,017	6
6th Post-MD Year	27,905	26,900	28,932	6

Table 37

Dallas, Texas: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$20,427	$20,000	$20,562	5
2nd Post-MD Year	21,539	21,100	21,728	5
3rd Post-MD Year	22,665	22,230	22,938	5
4th Post-MD Year	23,570	23,150	23,745	5
5th Post-MD Year	24,667	24,250	24,923	5
6th Post-MD Year	25,867	25,300	26,315	5
		1986-87		
1st Post-MD Year	$19,818	$19,001	$20,500	6
2nd Post-MD Year	20,913	20,130	21,500	6
3rd Post-MD Year	22,023	21,235	22,500	6
4th Post-MD Year	23,001	22,155	23,500	6
5th Post-MD Year	24,103	23,265	24,500	6
6th Post-MD Year	25,293	24,300	25,644	6

Table 38

Dayton, Ohio: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$21,350	$20,300	$21,700	4
2nd Post-MD Year	22,550	21,800	22,800	4
3rd Post-MD Year	23,675	23,000	23,900	4
4th Post-MD Year	24,775	24,100	25,000	4
5th Post-MD Year	25,900	25,300	26,100	4
6th Post-MD Year	*	*	*	*
		1986-87		
1st Post-MD Year	$20,300	$20,300	$20,300	4
2nd Post-MD Year	21,800	21,800	21,800	4
3rd Post-MD Year	23,000	23,000	23,000	4
4th Post-MD Year	24,100	24,100	24,100	4
5th Post-MD Year	25,300	25,300	25,300	4
6th Post-MD Year	*	*	*	*

*Too few respondents to report data.

Table 39

Detroit, Michigan: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$23,204	$22,617	$24,868	12
2nd Post-MD Year	23,991	23,317	25,645	12
3rd Post-MD Year	24,844	24,174	26,661	12
4th Post-MD Year	25,729	24,717	27,690	12
5th Post-MD Year	26,629	25,417	29,287	12
6th Post-MD Year	27,338	26,117	30,223	11
		1986-87		
1st Post-MD Year	$22,412	$21,540	$24,429	12
2nd Post-MD Year	23,189	22,240	25,206	12
3rd Post-MD Year	24,008	22,940	25,982	12
4th Post-MD Year	24,902	23,640	26,759	12
5th Post-MD Year	25,788	24,340	28,160	12
6th Post-MD Year	26,485	25,040	29,060	11

Table 40

District of Columbia: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$21,934	$19,585	$24,491	7
2nd Post-MD Year	24,011	21,736	26,070	7
3rd Post-MD Year	25,390	22,926	27,651	7
4th Post-MD Year	26,735	24,179	29,586	7
5th Post-MD Year	27,607	25,515	29,318	6
6th Post-MD Year	28,527	26,914	29,875	5
		1986-87		
1st Post-MD Year	$21,263	$19,585	$23,663	7
2nd Post-MD Year	23,241	21,736	25,190	7
3rd Post-MD Year	24,615	22,926	26,717	7
4th Post-MD Year	25,944	24,179	28,580	7
5th Post-MD Year	26,783	25,515	28,464	6
6th Post-MD Year	27,673	26,914	28,672	5

Table 41

Hartford, Connecticut: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$23,259	$22,825	$23,709	6
2nd Post-MD Year	24,605	24,125	25,100	6
3rd Post-MD Year	25,959	25,480	26,500	6
4th Post-MD Year	27,439	27,000	27,924	6
5th Post-MD Year	28,969	28,300	29,900	6
6th Post-MD Year	30,107	29,540	30,650	5
		1986-87		
1st Post-MD Year	$22,362	$21,600	$22,850	6
2nd Post-MD Year	23,679	22,800	24,375	6
3rd Post-MD Year	24,998	24,100	25,725	6
4th Post-MD Year	26,424	25,500	27,025	6
5th Post-MD Year	27,915	26,750	29,350	6
6th Post-MD Year	28,823	28,000	29,750	4

Table 42

Houston, Texas: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$22,148	$21,369	$22,499	5
2nd Post-MD Year	23,613	22,237	24,141	5
3rd Post-MD Year	24,786	23,538	25,302	5
4th Post-MD Year	26,117	24,549	26,738	5
5th Post-MD Year	27,217	25,848	27,806	5
6th Post-MD Year	28,744	26,860	29,491	5
		1986-87		
1st Post-MD Year	$21,584	$20,548	$21,844	5
2nd Post-MD Year	23,197	22,237	23,438	5
3rd Post-MD Year	24,359	23,538	24,565	5
4th Post-MD Year	25,677	24,549	25,959	5
5th Post-MD Year	26,766	25,848	26,996	5
6th Post-MD Year	28,277	26,860	28,632	5

Table 43

Long Island, New York: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$27,226	$24,401	$28,855	5
2nd Post-MD Year	29,443	25,837	31,375	5
3rd Post-MD Year	31,104	27,273	33,160	5
4th Post-MD Year	32,673	28,720	34,945	5
5th Post-MD Year	34,173	30,157	36,730	5
6th Post-MD Year	35,691	31,593	38,515	5
		1986-87		
1st Post-MD Year	$26,081	$23,129	$27,600	5
2nd Post-MD Year	28,207	24,490	30,000	5
3rd Post-MD Year	29,787	25,851	31,700	5
4th Post-MD Year	31,231	27,223	33,400	5
5th Post-MD Year	32,667	28,585	35,100	5
6th Post-MD Year	34,109	29,946	36,800	5

Table 44

Los Angeles, California: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$22,754	$20,862	$25,000	9
2nd Post-MD Year	26,409	23,926	27,800	9
3rd Post-MD Year	28,756	25,998	30,300	9
4th Post-MD Year	30,833	28,052	32,800	8
5th Post-MD Year	32,906	29,944	34,900	8
6th Post-MD Year	34,640	31,702	36,327	8
		1986-87		
1st Post-MD Year	$22,212	$20,684	$24,300	9
2nd Post-MD Year	25,781	23,229	27,000	9
3rd Post-MD Year	28,200	25,241	29,500	9
4th Post-MD Year	30,405	27,235	31,900	9
5th Post-MD Year	32,434	29,072	33,900	9
6th Post-MD Year	34,180	30,779	35,691	9

Table 45

Milwaukee, Wisconsin: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$21,512	$21,424	$22,045	7
2nd Post-MD Year	22,076	21,944	22,873	7
3rd Post-MD Year	22,670	22,464	23,908	7
4th Post-MD Year	23,263	22,984	24,943	7
5th Post-MD Year	23,857	23,504	25,978	7
6th Post-MD Year	24,451	24,024	27,013	7
		1986-87		
1st Post-MD Year	$20,797	$20,600	$21,300	7
2nd Post-MD Year	21,342	21,100	22,100	7
3rd Post-MD Year	21,915	21,600	23,100	7
4th Post-MD Year	22,548	22,100	24,100	7
5th Post-MD Year	23,213	22,600	25,100	7
6th Post-MD Year	23,877	23,100	26,100	7

Table 46

Newark, New Jersey: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$26,389	$25,331	$27,152	4
2nd Post-MD Year	27,966	26,162	29,006	4
3rd Post-MD Year	29,556	27,039	30,862	4
4th Post-MD Year	31,373	28,822	32,718	4
5th Post-MD Year	32,249	29,840	33,567	4
6th Post-MD Year	33,305	31,510	34,425	4
		1986-87		
1st Post-MD Year	$24,972	$24,593	$25,921	4
2nd Post-MD Year	26,458	25,400	27,691	4
3rd Post-MD Year	27,958	26,251	29,463	4
4th Post-MD Year	29,677	27,983	31,234	4
5th Post-MD Year	30,513	28,971	32,045	4
6th Post-MD Year	31,512	30,592	32,862	4

Table 47

New Orleans, Louisiana: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$19,830	$17,709	$21,755	4
2nd Post-MD Year	20,938	18,697	23,139	4
3rd Post-MD Year	21,864	19,652	24,062	4
4th Post-MD Year	23,095	20,639	25,911	4
5th Post-MD Year	24,223	21,480	27,762	4
6th Post-MD Year	24,930	21,979	28,690	4
		1986-87		
1st Post-MD Year	$19,464	$17,709	$21,224	4
2nd Post-MD Year	20,560	18,697	22,575	4
3rd Post-MD Year	21,516	19,652	23,475	4
4th Post-MD Year	22,719	20,639	25,279	4
5th Post-MD Year	23,841	21,480	27,085	4
6th Post-MD Year	24,483	21,979	27,990	4

Table 48

New York City, New York: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$27,895	$24,580	$29,362	21
2nd Post-MD Year	30,291	27,273	31,814	22
3rd Post-MD Year	32,872	29,375	34,606	22
4th Post-MD Year	34,092	30,943	35,790	22
5th Post-MD Year	35,235	32,130	36,855	21
6th Post-MD Year	36,483	33,916	40,740	20
		1986-87		
1st Post-MD Year	$26,987	$24,098	$28,232	22
2nd Post-MD Year	29,284	26,479	31,100	23
3rd Post-MD Year	31,824	28,500	33,275	23
4th Post-MD Year	32,964	30,000	34,587	23
5th Post-MD Year	34,038	31,500	36,000	22
6th Post-MD Year	35,204	33,250	37,700	21

Table 49

Philadelphia, Pennsylvania: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$24,075	$22,660	$28,500	14
2nd Post-MD Year	25,735	24,025	30,700	14
3rd Post-MD Year	27,004	25,168	31,200	14
4th Post-MD Year	28,507	26,400	33,800	14
5th Post-MD Year	29,353	27,600	33,030	13
6th Post-MD Year	30,716	27,665	35,651	11
		1986-87		
1st Post-MD Year	$22,917	$21,035	$26,900	16
2nd Post-MD Year	24,570	22,538	28,950	16
3rd Post-MD Year	25,865	23,579	30,160	16
4th Post-MD Year	27,139	24,943	31,970	15
5th Post-MD Year	28,021	25,500	31,657	14
6th Post-MD Year	29,360	26,600	33,217	12

Table 50

Pittsburgh, Pennsylvania: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$22,931	$22,485	$24,720	9
2nd Post-MD Year	24,445	24,198	25,868	10
3rd Post-MD Year	26,208	26,052	27,346	10
4th Post-MD Year	27,940	27,738	29,035	10
5th Post-MD Year	29,937	28,875	30,828	10
6th Post-MD Year	31,912	30,015	32,670	10
		1986-87		
1st Post-MD Year	$22,212	$21,611	$24,000	9
2nd Post-MD Year	23,569	23,200	25,115	10
3rd Post-MD Year	25,277	25,043	26,550	10
4th Post-MD Year	26,901	26,749	28,190	10
5th Post-MD Year	28,830	27,900	29,930	10
6th Post-MD Year	30,722	29,000	31,670	9

Table 51

Providence, Rhode Island: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$22,108	$22,000	$22,430	4
2nd Post-MD Year	23,438	23,324	23,780	4
3rd Post-MD Year	24,843	24,724	25,200	4
4th Post-MD Year	26,329	26,200	26,710	4
5th Post-MD Year	27,914	27,779	28,320	4
6th Post-MD Year	29,589	29,445	30,020	4
		1986-87		
1st Post-MD Year	$21,361	$21,360	$21,362	4
2nd Post-MD Year	22,644	22,644	22,645	4
3rd Post-MD Year	24,004	24,004	24,005	4
4th Post-MD Year	25,440	25,440	25,441	4
5th Post-MD Year	26,970	26,970	26,971	4
6th Post-MD Year	28,587	28,585	28,590	4

Table 52

San Francisco, California: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$24,054	$21,631	$25,709	5
2nd Post-MD Year	26,721	24,146	28,553	5
3rd Post-MD Year	29,027	26,157	31,320	5
4th Post-MD Year	31,193	28,169	33,747	5
5th Post-MD Year	33,329	30,182	35,966	5
6th Post-MD Year	35,645	*	*	3
		1986-87		
1st Post-MD Year	$23,521	$20,799	$25,709	6
2nd Post-MD Year	26,143	23,217	28,553	6
3rd Post-MD Year	28,423	25,151	31,320	6
4th Post-MD Year	30,580	27,086	33,747	6
5th Post-MD Year	32,636	29,021	35,966	6
6th Post-MD Year	34,884	33,750	37,036	4

*Too few respondents to report data.

Table 53

Seattle, Washington: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$23,469	$22,488	$26,414	4
2nd Post-MD Year	24,853	23,844	27,883	4
3rd Post-MD Year	26,213	25,176	29,326	4
4th Post-MD Year	27,597	26,532	30,795	4
5th Post-MD Year	28,982	27,888	32,264	4
6th Post-MD Year	30,354	29,232	33,720	4
		1986-87		
1st Post-MD Year	$22,505	$21,420	$25,257	4
2nd Post-MD Year	23,825	22,704	26,648	4
3rd Post-MD Year	25,130	23,976	28,026	4
4th Post-MD Year	26,460	25,272	29,430	4
5th Post-MD Year	27,780	26,556	30,821	4
6th Post-MD Year	29,097	27,840	32,212	4

Table 54

St. Louis, Missouri: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$22,593	$20,140	$23,163	6
2nd Post-MD Year	23,766	21,340	24,324	6
3rd Post-MD Year	24,961	22,640	25,522	6
4th Post-MD Year	26,148	23,985	26,795	6
5th Post-MD Year	27,473	24,540	28,142	6
6th Post-MD Year	28,831	25,115	30,000	6
		1986-87		
1st Post-MD Year	$21,769	$19,340	$22,272	6
2nd Post-MD Year	22,898	20,540	23,388	6
3rd Post-MD Year	24,048	21,740	24,540	6
4th Post-MD Year	25,180	23,040	25,764	6
5th Post-MD Year	26,130	23,540	27,060	6
6th Post-MD Year	27,109	24,040	28,404	6

Table 55

All Other Cities: Housestaff Stipends for 1987-88 and 1986-87, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1987-88		
1st Post-MD Year	$22,072	$12,754	$31,815	137
2nd Post-MD Year	23,490	13,415	35,828	137
3rd Post-MD Year	24,769	14,905	38,015	137
4th Post-MD Year	26,112	16,449	40,133	134
5th Post-MD Year	27,317	18,012	42,684	130
6th Post-MD Year	28,508	19,628	45,909	104
		1986-87		
1st Post-MD Year	$21,309	$12,595	$30,300	149
2nd Post-MD Year	22,695	13,234	34,373	149
3rd Post-MD Year	23,941	14,767	36,558	149
4th Post-MD Year	25,217	16,295	38,674	146
5th Post-MD Year	26,392	17,851	41,223	142
6th Post-MD Year	27,491	19,425	44,445	113

CHAPTER II

HOUSESTAFF BENEFITS AND POLICIES

This chapter addresses the provision of health benefits, housing, meals, leave time granted for vacation and educational seminars, and other benefits. As in chapter one, the data are analyzed according to institutional groupings: region, Table 57; affiliation, Table 58; ownership, Table 59; and bedsize, Table 60.

HEALTH BENEFITS (Tables 56-61)

The health benefits referred to in the text include hospitalization (inpatient, physician services, major medical, and at least a portion of outpatient services), dental care, prescription drugs, hospital employee health service programs, and psychiatric counseling.

Hospitalization

Hospitalization continues to be the most common benefit provided by responding institutions, with 90 percent indicating they make at least some payment for this benefit to both housestaff and their dependents. Nine percent provide hospitalization benefits to housestaff only.

Table 57 examines these data according to the four COTH institutional groupings. As in the past, the Southern region shows the lowest level of institutional provision of health benefits, with 73 percent of responding hospitals providing hospitalization for both housestaff and dependents, compared with the nationwide average of 90 percent. Comparison by affiliation relationship and by hospital bedsize shows little signficant variation in the provision of this benefit; Table 59, displaying these data by type of hospital ownership, indicates that state-owned (81%) and Veterans Administration (84%) hospitals are slightly below the nationwide average.

Dental

Nationwide, 62 percent (317) of hospitals responding to this question provided dental benefits to both housestaff and dependents, essentially the same coverage percentage reported in the 1986 survey data.

Regional variation is clearly evident, with Southern hospitals providing dental benefits to both housestaff and dependents in 30 percent of the 70 respondents, and providing these benefits to housestaff only in 22 percent of the institutions. Forty-eight percent of the Southern institutions do not provide dental benefits, compared with last year's figure of fifty-five percent. Limited-affiliate institutions continue to provide dental coverage most often; the percentage has increased from 73 percent on last year's survey to 81 percent this year. Church-owned institutions provide dental services to housestaff and dependents in 75 percent of responding hospitals, while VA hospitals provide dental services in only 47 percent of responding

hospitals, compared with 44 percent last year. The nationwide percentage for provision of dental benefits was 62 percent, virtually the same as the 1986 figure of 63 percent.

Drug Prescriptions

The percentage of hospitals providing prescription drug benefits to both their housestaff and dependents rose from 69 percent in 1986 to 72 percent this year; 11 percent of responding hospitals provided this benefit to housestaff only, and 17 percent did not provide it at all. Prescription drug coverage does not vary widely by region, affiliation status, ownership, or bedsize.

Hospital Employee Health Services

Responding hospitals provide employee health services to housestaff and dependents in 29 percent of the hospitals, and 50 percent provide such services to only their housestaff. Limited-affiliated hospitals provided this benefit to both housestaff and dependents most often, in 34 percent of responding institutions.

Psychiatric Counseling

Psychiatric counseling is provided to housestaff in 63 percent of responding hospitals, with hospitals providing this benefit to housestaff most often in the West and Northeast (in 67% of responding institutions) and least often in the South (55%). VA hospitals provide this benefit in 48 percent of responding institutions, while 76 percent of church-owned hospitals indicated they provide the benefit to their housestaff.

Hospitals' Contributions to Health Insurance Premiums

Table 61 displays the percentage and magnitude of hospitals' contributions to housestaff and dependent health insurance premium costs. Nationwide, 98 percent of responding hospitals pay some part of the costs of health insurance for housestaff, and 90 percent assume some costs for their dependents as well.

In the Southern region, 62 percent of responding hospitals pay the full cost of health insurance premiums; in the Northeastern region, 75 percent of responding hospitals reported that they do so. The South pays the full cost for dependents in 24 percent of responding institutions in contrast to 67 percent of the responding hospitals in the Northeast, 63 percent in the Midwest, and 66 percent in the West. As to ownership category, state-owned hospitals and VA hospitals pay the cost of premiums for health insurance least often; with 67 percent of state-owned and 40 percent of VA hospitals covering the full cost for housestaff, and 38 percent of state-owned and 26 percent of VA hospitals covering the full cost for dependents. Municipally-owned, church-owned, and other nonprofit hospitals all reported that they pay the full cost of the health insurance premium for housestaff and dependents more often than the nationwide average of 72 percent of responding institutions.

NON-HEALTH BENEFITS (Tables 62-67)

Non-health benefits reported in this survey include: life insurance, disability insurance, parking, housing, meals, vacation time, and time granted to attend seminars. With the exception of vacation and seminar leave, responding hospitals were asked to indicate whether they covered the full cost of these benefits, part of the cost, or none of the cost. In all cases, the benefits provided to first-year housestaff are reported.

Where applicable, non-health benefit data are again displayed by region, Table 63; affiliation, Table 64; ownership, Table 65; and bedsize, Table 66.

Life Insurance

The cost of life insurance premiums is fully covered in 70 percent of responding institutions, and part of the cost of such insurance is covered in an additional 10 percent of responding institutions. The Northeastern hospitals pay the full cost of life insurance for housestaff most frequently (75 percent of responding hospitals.) When reviewing these data by ownership category, the VA hospitals pay the full cost of life insurance least often, (32%), contrasted with the other, non-profit category, in which 83% contribute the full cost. Sixty-six percent of VA hospitals pay all or part of the cost, compared with a nationwide average of 80 percent.

Disability Insurance

Sixty percent of responding hospitals pay for all of the costs of disability insurance nationwide. Regionally, the full cost of this benefit is covered most often in the Northeast (66%). A breakdown by hospital ownership shows that VA hospitals provide the full cost of disability insurance in 34 percent of responding institutions, while church-owned and other non-profit hospitals provide it in 70 percent of responding institutions. Thirty-eight percent of VA hospitals pay all or part of the cost of disability insurance, compared with a nationwide average of 68 percent.

Parking

Nationwide, eighty-five percent of hospitals responding to the survey indicated that they paid all or part of the costs for first-year housestaff parking expenses. University-owned hospitals reported providing the full cost of parking 32 percent of the time, compared with a nationwide average of 67 percent who pay the full cost; eighty-two percent of responding VA hospitals reported that they provide fully paid parking (Table 64).

Housing

Housing benefits are not routinely offered to first-year housestaff, but 23 percent of responding hospitals do pay all or part of these costs. A higher percentage of hospitals located in the Northeast provided part of the costs of housing to first-year housestaff (36%) than did institutions in other parts of the country; ten percent of limited-affiliate hospitals provided the full cost of this benefit (compared with a nationwide average of 6 percent), while ten percent of hospitals with 550-699 beds also provided full-cost housing.

Provision of Meals

Seventy-one percent of responding hospitals reported that they pay the full cost of meals provided to housestaff when "on-call" (Table 67), compared with a nationwide figure of 85 percent two years ago. Thirty-one percent of respondents pay this cost in full both when the houseofficer is on duty and when "on call" in the hospital. A high percentage of limited-affiliate hospitals (90%) report paying full cost of meals for housestaff on call. Hospitals in the Western region also report providing this benefit often (96% of cases), as do church-owned (83%) and Veterans Administration hospitals (85%).

Vacation

The majority of responding hospitals (45%) provide two weeks or less of annual leave to first-year housestaff, Table 68, and three weeks to second year housestaff (59%) Table 69. Regionally, a higher percentage of hospitals located in the Midwest provide three weeks of vacation to first-year housestaff (42%) than in the Northeast (31%). Nationally, nineteen percent of responding institutions offer four weeks or more to first-year housestaff; in the Northeast, thirty-three percent of responding hospitals do so, while in the South, this percentage is three percent.

Leave Granted to Attend Seminars

Data in this year's survey on time alloted house officers for attending seminars, (Table 70), was relatively consistent with last year's survey; the percentage of hospitals allowing less than five days was 21% this year, compared with 16% last year. The percentage of institutions allowing five days was 46% this year, compared to 48% last year; the proportion of hospitals allowing more than five days was thirty-three percent. Fifty-nine percent of university-owned institutions allowed their housestaff more than five days for attending seminars per year; twenty-three precent of the responding hospitals in the Northeast allow over five days for this purpose, compared with forty-nine percent of the responding hospitals in the Midwest.

Malpractice Insurance Coverage

This year's survey questioned the source of coverage for malpractice insurance while houseofficers and medical students are on rotation both within and outside of an affiliation agreement (Table 71-72). In responding to this question, an institution could indicate different sources of coverage for their housestaff and medical students, and it is possible that coverage could be provided by two sources, depending on whether the rotation included a VA hospital or government institution, and depending on the rotation assignment (e.g., an assignment to ambulatory care could include coverage by the practice plan).

When rotating within an affiliation agreement, medical students are covered most often by the affiliated medical school (67% of responding institutions). Housestaff are covered most often by the "Lead" hospital (39%), followed by the assigned hospital (34%). Even for medical students learning at a hospital outside of an affiliation agreement, 68% of responding institutions indicated that the affiliated medical school covered houseofficers most often when rotating outside of an affiliation agreement.

Provision of Day Care

This year, the COTH Housestaff Survey included for the first time a question regarding the provision of day care services for the children of residents and fellows. Only sixty of the 373 responding hospitals indicated that they provide on-site day care for children of housestaff. Three hundred and five hospitals indicated that they do not provide this service; only 8 hospitals did not respond to the question.

Of the sixty hospitals which answered affirmatively, 36 provided information on the charge for the service. Most of these institutions (N=21) charge a weekly fee, which ranges from $45 to $100. A few (N=8) provide day care services on a daily basis; charges range from $6.50 to $18.25 per day. Only a three hospitals charge an hourly rate, which ranges from $1.10 to $2.10. Four hospitals reported that they charge a monthly fee; these range from $250 to $358.

Fifty-one hospitals answered the question regarding hours that day care service is available in the hospital. Eighteen institutions reported that care is available from 6:00am until 6:00pm; 5 hospitals reported hours of 6:00am to midnight. Ten institutions offer the service from 6:30 or 6:45am until between 5:00 and 6:00pm. Ten hospitals offer care that begins between 7:00 and 8:00am and is available until 6:00 or 7:00pm.

Only eight hospitals indicated that care is available for sick children. Thirty-six hospitals indicated that care is available for children of medical students as well as residents. Of the responding hospitals which indicated that they do not offer day care services, 36 reported that they do, however, provide a referral service for day care. Forty-two hospitals reported that day care is available for children of nurses and other hospital employees, although not for children of housestaff.

Continuation of Health Insurance

This year, hospitals were also asked whether what percentage of the residents who completed their training in 1986 elected, under the new federal law, to continue their health insurance coverage. A total of 171 institutions answered this question; 104 of these (61%) replied that none of their trainees had elected to do so. Two percent of the responding hospitals indicated that 100% of the trainees completing their training in 1986 had elected to continue their coverage; in most of the remaining institutions, less than 50% had elected to continue their coverage..

Availability of Credit Union

This year's questionnaire also included a question regarding the availability of a credit union and of a cooperative buying service for housestaff. Three hundred and sixty-four hospitals answered the question regarding a credit union; 305 of these institutions indicated that it is available to housestaff. As to the availability of a cooperative buying service, 323 hospitals responded to the question; fifty-six indicated that such a service is available, while 267 responded that it is not.

Table 56

Health Benefits Provided to
Housestaff and Dependents, Nationwide
1987-88

Benefit	Benefit for	Number of Hospitals	Percentage
Hospitalization	Housestaff and Dependents	317	90%
	Housestaff Only	33	9
	Not Provided	2	1
	TOTAL	352	100%
Dental	Housestaff and Dependents	215	62%
	Housestaff Only	53	15
	Not Provided	78	23
	TOTAL	346	100%
Drug Prescriptions	Housestaff and Dependents	251	72%
	Housestaff Only	38	11
	Not Provided	59	17
	TOTAL	348	100%
Hospital Employee Health Service	Housestaff and Dependents	101	29%
	Housestaff Only	176	50
	Not Provided	73	21
	TOTAL	350	100%
Psychiatric Counseling	Housestaff	225	63%
	Not Provided	132	37
	TOTAL	357	100%

Table 57

Health Benefits Provided to
Housestaff and Dependents, By Geographic Region
1987-88

Benefit	Benefit for	Geographic Region: Northeastern (N=140)	Southern (N=70)	Midwestern (N=101)	Western (N=40)	Nationwide (N=352)
Hospitalization	Housestaff and Dependents	96%	73%	91%	95%	90%
	Housestaff Only	4	26	8	5	9
	Not Provided	0	1	1	0	1
	TOTAL	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	73%	30%	65%	74%	62%
	Housestaff Only	13	22	13	15	15
	Not Provided	14	48	21	10	23
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	73%	67%	73%	74%	72%
	Housestaff Only	8	19	8	15	11
	Not Provided	19	15	19	10	17
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	33%	20%	29%	26%	29%
	Housestaff Only	55	46	52	41	50
	Not Provided	12	34	20	33	21
	TOTAL	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	67%	55%	61%	67%	63%
	Not Provided	33	45	39	33	37
	TOTAL	100%	100%	100%	100%	100%

Table 58

Health Benefits Provided to
Housestaff and Dependents, By Affiliation Relationship
1987-88

Benefit	Benefit for	Affiliation Relationship: University-Owned (N=58)	Major Affiliate (N=248)	Limited Affiliate (N=38)	Nationwide (N=352)
Hospitalization	Housestaff and Dependents	85%	90%	95%	90%
	Housestaff Only	16	9	5	9
	Not Provided	0	1	0	1
	TOTAL	100%	100%	100%	100%
Dental	Housestaff and Dependents	55%	61%	81%	62%
	Housestaff Only	16	16	11	15
	Not Provided	29	23	8	23
	TOTAL	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	69%	73%	68%	72%
	Housestaff Only	12	11	11	11
	Not Provided	19	16	22	17
	TOTAL	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	33%	26%	34%	29%
	Housestaff Only	36	54	55	50
	Not Provided	31	20	11	21
	TOTAL	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	67%	60%	73%	63%
	Not Provided	33	40	27	37
	TOTAL	100%	100%	100%	100%

Table 59
Health Benefits Provided to Housestaff and Dependents, By Hospital Ownership
1987-88

Benefit	Benefit for	State-Owned (N=42)	Municipally-Owned (N=35)	Church-Owned (N=52)	Other, Nonprofit (N=172)	Veterans Administration (N=49)	Nationwide (N=352)
Hospitalization	Housestaff and Dependents	81%	91%	92%	94%	84%	90%
	Housestaff Only	19	9	6	6	14	9
	Not Provided	0	0	2	0	2	1
	TOTAL	100%	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	48%	57%	75%	68%	47%	62%
	Housestaff Only	21	11	14	14	16	15
	Not Provided	31	31	12	18	38	23
	TOTAL	100%	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	69%	74%	71%	76%	63%	72%
	Housestaff Only	12	11	16	9	11	11
	Not Provided	19	14	14	15	26	17
	TOTAL	100%	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	31%	17%	28%	32%	23%	29%
	Housestaff Only	33	51	60	53	47	50
	Not Provided	36	31	12	15	30	21
	TOTAL	100%	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	62%	71%	76%	63%	48%	63%
	Not Provided	38	29	24	37	52	37
	TOTAL	100%	100%	100%	100%	100%	100%

Table 60

Health Benefits Provided to
Housestaff and Dependents, By Hospital Bed Size
1987-88

Benefit	Benefit for	Hospital Bed Size: 399 or Fewer (N=91)	400-549 (N=101)	550-699 (N=75)	700 or More (N=84)	Nationwide (N=352)
Hospitalization	Housestaff and Dependents	93%	88%	89%	89%	90%
	Housestaff Only	7	12	9	10	9
	Not Provided	0	0	1	1	1
	TOTAL	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	67%	60%	60%	63%	62%
	Housestaff Only	11	16	18	16	15
	Not Provided	22	24	23	21	23
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	79%	68%	72%	70%	72%
	Housestaff Only	6	13	11	14	11
	Not Provided	16	19	18	16	17
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	32%	27%	32%	24%	29%
	Housestaff Only	42	47	51	63	50
	Not Provided	26	26	17	13	21
	TOTAL	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	51%	66%	70%	66%	63%
	Not Provided	49	34	30	34	37
	TOTAL	100%	100%	100%	100%	100%

Table 61

Hospital Contribution to Health Insurance Premium
for Housestaff and Dependents
1987-88

	Percentage of Hospitals Contributing					
	Housestaff			Dependents		
	Full Cost of Premium	Part of Cost	None of Cost	Full Cost of Premium	Part of Cost	None of Cost
Nationwide (N=344)	72%	26%	2%	57%	33%	10%
Geographic Region						
Northeastern (N=136)	75	25	0	67	31	2
Southern (N=71)	62	32	6	24	39	37
Midwestern (N=96)	73	27	0	63	35	2
Western (N=41)	73	25	2	66	25	9
Affiliation Relationship						
University-Owned (N=54)	72	28	0	46	42	12
Major Affiliate (N=246)	69	29	2	56	33	11
Limited Affiliate (N=37)	89	11	0	74	20	6
Hospital Ownership						
State-Owned (N=39)	67	30	3	38	46	16
Municipally-Owned (N=34)	85	15	0	63	26	11
Church-Owned (N=52)	85	15	0	70	20	10
Other, Nonprofit (N=165)	76	23	1	64	30	6
Veterans Administration (N=53)	40	56	4	26	56	18
Hospital Bed Size						
399 or Fewer (N=86)	63	35	2	47	45	8
400-549 (N=99)	78	21	1	64	23	13
550-699 (N=71)	82	15	3	67	22	11
700 or More (N=88)	65	35	0	51	40	9

Table 62

Non-Health Benefits Provided to
First Year Housestaff, Nationwide
1987-88

Benefit	Hospital Contributes	Number of Hospitals	Percentage
Life Insurance	Full Cost	248	70%
	Part of Cost	36	10
	None of Cost	72	20
	TOTAL	356	100%
Disability	Full Cost	206	60%
	Part of Cost	26	8
	None of Cost	112	33
	TOTAL	344	100%
Parking	Full Cost	241	67%
	Part of Cost	63	18
	None of Cost	56	15
	TOTAL	360	100%
Housing	Full Cost	19	6%
	Part of Cost	57	17
	None of Cost	258	77
	TOTAL	334	100%

Table 63

Non-Health Benefits Provided to First Year Housestaff,
By Geographic Region
1987-88

Benefit	Hospital Contributes	Geographic Region: Northeastern (N=143)	Southern (N=75)	Midwestern (N=99)	Western (N=38)	Nationwide (N=356)
Life Insurance	Full Cost	75%	64%	75%	50%	70%
	Part of Cost	7	12	9	18	10
	None of Cost	18	24	16	32	20
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	66%	56%	61%	45%	60%
	Part of Cost	7	7	9	5	8
	None of Cost	27	37	30	50	33
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	63%	70%	74%	61%	67%
	Part of Cost	25	14	9	16	18
	None of Cost	13	16	17	24	16
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	8%	8%	2%	3%	6%
	Part of Cost	28	8	11	11	17
	None of Cost	63	85	87	87	77
	TOTAL	100%	100%	100%	100%	100%

Table 64

Non-Health Benefits Provided to First Year Housestaff,
By Affiliation Relationship
1987-88

Benefit	Hospital Contributes	Affiliation Relationship: University-Owned (N=59)	Major Affiliate (N=253)	Limited Affiliate (N=36)	Nationwide (N=356)
Life Insurance	Full Cost	59%	72%	81%	70%
	Part of Cost	15	10	0	10
	None of Cost	25	19	19	20
	TOTAL	100%	100%	100%	100%
Disability	Full Cost	51%	62%	68%	60%
	Part of Cost	11	7	3	8
	None of Cost	38	31	29	33
	TOTAL	100%	100%	100%	100%
Parking	Full Cost	32%	72%	83%	67%
	Part of Cost	23	17	14	18
	None of Cost	45	11	3	16
	TOTAL	100%	100%	100%	100%
Housing	Full Cost	7%	5%	10%	6%
	Part of Cost	4	20	21	17
	None of Cost	89	76	69	77
	TOTAL	100%	100%	100%	100%

Table 65

Non-Health Benefits Provided to First Year Housestaff,

By Hospital Ownership, 1987-88

Benefit	Hospital Contributes	Hospital Ownership: State-Owned (N=42)	Municipally-Owned (N=32)	Church-Owned (N=50)	Other, Nonprofit (N=174)	Veterans Administration (N=56)	Nationwide (N=356)
Life Insurance	Full Cost	50%	75%	80%	83%	32%	70%
	Part of Cost	21	6	2	2	34	10
	None of Cost	29	19	18	15	34	20
	TOTAL	100%	100%	100%	100%	100%	100%
Disability	Full Cost	41%	61%	70%	70%	34%	60%
	Part of Cost	13	6	6	8	4	8
	None of Cost	46	33	24	23	62	33
	TOTAL	100%	100%	100%	100%	100%	100%
Parking	Full Cost	28%	79%	80%	65%	82%	67%
	Part of Cost	23	12	16	24	0	18
	None of Cost	50	9	4	12	18	16
	TOTAL	100%	100%	100%	100%	100%	100%
Housing	Full Cost	3%	12%	7%	6%	4%	6%
	Part of Cost	5	27	27	20	2	17
	None of Cost	92	61	67	74	94	77
	TOTAL	100%	100%	100%	100%	100%	100%

Table 66

Non-Health Benefits Provided to First Year Housestaff,
By Hospital Bed Size
1987-88

Benefit	Hospital Provides	Hospital Bed Size: 399 or Fewer (N=91)	400-549 (N=101)	550-699 (N=77)	700 or More (N=86)	Nationwide (N=356)
Life Insurance	Full Cost	68%	64%	73%	76%	70%
	Part of Cost	10	11	8	11	10
	None of Cost	22	25	20	14	20
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	66%	50%	68%	60%	60%
	Part of Cost	7	10	4	7	8
	None of Cost	28	40	28	33	33
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	64%	65%	76%	64%	67%
	Part of Cost	19	16	12	21	18
	None of Cost	17	18	12	14	16
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	2%	3%	10%	9%	6%
	Part of Cost	15	14	20	21	17
	None of Cost	83	83	70	71	77
	TOTAL	100%	100%	100%	100%	100%

Table 67

Non-Health Benefits: Provision of Meals

1987-88

	ON CALL				WHEN WORKING			
	Hospitals Responding	Full Cost	Reduced Cost	None of Cost	Hospitals Responding	Full Cost	Reduced Cost	None of Cost
Nationwide	263	71%	9%	20%	249	31%	28%	41%
Geographic Region								
Northeastern	103	63	12	25	107	25	31	44
Southern	60	68	7	25	52	27	25	48
Midwestern	73	75	11	14	67	37	31	31
Western	26	96	0	4	23	48	13	39
Affiliation Relationship								
University-Owned	47	70	6	23	30	23	27	50
Major Affiliate	191	69	11	20	190	27	28	45
Limited Affiliate	20	90	0	10	24	67	25	8
Hospital Ownership								
State-Owned	32	75	6	19	18	22	33	44
Municipally-Owned	20	60	5	35	29	52	10	38
Church-Owned	29	83	7	10	34	47	35	18
Other, Nonprofit	128	64	13	23	126	25	37	37
Veterans Administration	52	85	6	10	41	24	5	71
Hospital Bedsize								
399 or Fewer	69	62	13	25	69	16	35	49
400-549	72	74	10	17	70	36	27	37
550-699	55	78	6	16	52	40	31	29
700 or More	66	71	8	21	58	35	19	47

Table 68

Annual Vacation Provided to First Year Housestaff
1987-88

	Two Weeks or Less	Three Weeks	Four Weeks or More
Nationwide (N=354)	45%	36%	19%
Geographic Region			
Northeastern (N=136)	36	31	33
Southern (N=74)	61	37	3
Midwestern (N=101)	50	42	9
Western (N=42)	35	38	26
Affiliation Relationship			
University-Owned (N=56)	36	48	16
Major Affiliate (N=252)	46	33	20
Limited Affiliate (N=38)	50	37	13
Hospital Ownership			
State-Owned (N=40)	35	45	20
Municipally-Owned (N=34)	44	32	24
Church-Owned (N=52)	46	39	15
Other, Nonprofit (N=168)	45	38	18
Veterans Administration (N=58)	52	26	22
Hospital Bed Size			
399 or Fewer (N=87)	42	38	20
400-549 (N=102)	51	31	18
550-699 (N=77)	47	38	16
700 or More (N=87)	39	38	23

Table 69

Annual Vacation Provided to Second Year Housestaff

1987-88

	Two Weeks or Less	Three Weeks	Four Weeks or More
Nationwide (N=352)	16%	59%	25%
Geographic Region			
Northeastern (N=135)	18	46	36
Southern (N=75)	24	60	16
Midwestern (N=100)	8	75	17
Western (N=41)	12	61	27
Affiliation Relationship			
University-Owned (N=55)	16	58	26
Major Affiliate (N=251)	15	59	27
Limited Affiliate (N=38)	21	63	16
Hospital Ownership			
State-Owned (N=40)	20	50	30
Municipally-Owned (N=35)	23	51	26
Church-Owned (N=52)	14	67	19
Other, Nonprofit (N=168)	15	61	24
Veterans Administration (N=55)	13	56	31
Hospital Bed Size			
399 or Fewer (N=88)	10	66	24
400-549 (N=101)	18	58	24
550-699 (N=77)	21	56	23
700 or More (N=85)	14	55	31

Table 70

Time Allotted House Officers for Attending Seminars
1987-88

	Less than 5 days	5 days	More Than 5 days
Nationwide (N=200)	21%	46%	33%
Geographic Region			
Northeastern (N=72)	26	50	23
Southern (N=36)	20	47	33
Midwestern (N=68)	8	43	49
Western (N=24)	25	42	33
Affiliation Relationship			
University-Owned (N=23)	17	26	59
Major Affiliate (N=144)	19	49	33
Limited Affiliate (N=30)	16	43	40
Hospital Ownership			
State-Owned (N=16)	12	31	57
Municipally-Owned (N=18)	6	67	27
Church-Owned (N=32)	12	44	44
Other, Nonprofit (N=104)	20	48	32
Veterans Administration (N=29)	35	38	26
Hospital Bed Size			
399 or Fewer (N=57)	28	46	26
400-549 (N=62)	13	58	29
550-699 (N=42)	14	41	45
700 or More (N=39)	21	33	46

Table 71

Malpractice Coverage for Housestaff and Medical Students
on Rotation Within an Affiliation Agreement
1986-87

Source of Coverage*	Medical Students		Housestaff	
	Number	%	Number	%
Affiliated Medical School	220	67	66	17
"Lead" Hospital	34	10	150	39
Individual Hospital Hospital during Assignment	46	14	130	34
Practice Plan	2	1	2	1
Medical Education Consortium	2	1	3	1
Other	24	7	29	8
Total	328	100	380	100

*May not be mutally exclusive

Question: "On what basis do housestaff and medical student acquire malpractice coverage when rotating within the framework of an affiliation agreement? (Please indicate most frequent arrangements.)"

Table 72

Malpractice Coverage for Housestaff and Medical Students
on an Out-of-State Rotation Outside an Affiliation Agreement
1986-87

Source of Coverage*	Medical Students		Housestaff	
	Number	%	Number	%
Affiliated Medical School	134	68	129	35
"Lead" Hospital	19	10	127	34
Individual Hospital Hospital during Assignment	19	10	71	20
Practice Plan	1	--	2	1
Medical Education Consortium	2	1	2	1
Other	22	11	31	9
Total	197	100	362	100

*May not be mutally exclusive

Question: "On what basis do housestaff and medical students acquire malpractice coverage when attending an out-of-state institution which is not within the framework of an affiliation agreement? (Please indicate most frequent arrangements.)"

CHAPTER III

HOUSESTAFF FUNDING

HOSPITAL EXPENDITURES (Tables 73-77)

Respondents are asked to report their average gross expenditures on housestaff stipends and fringe benefits, and, whenever possible, to further divide such expenditures into funds supporting residents as opposed to clinical fellows. The average (mean) expenditure for salaries and fringe benefits for residents only in 1986-87 was $4,744,268 for the 353 hospitals responding to this question, Table 73. For the 113 hospitals which were able to identify funding for clinical fellows, the average was $724,031 per institution, Table 74. These figures represent an increase of $495,244 (11%) and $25,857 (3%) respectively, from last year's survey. This information is not disaggregated by full time equivalent (FTEs) by year of training, and readers are cautioned that increases or decreases in reported expenditures could be due to a combination of at least three factors: 1) an increase in the absolute number of housestaff in the hospitals; 2) larger numbers of trainees in the later years of their residency or fellowship who are, therefore, more highly paid; and/or 3) a change in the intensity or costs of fringe benefits provided.

The mean and median ratios of fringe benefits to stipends for residents and fellows appear as Tables 76-77.

SOURCES OF FUNDING (Tables 78-85)

In addition to reporting total expenditures for housestaff stipends and benefits, respondents are asked to identify the component sources used to pay these costs. By far the largest funding source continues to be patient revenues. In 1986-87, 79.64 percent of the funds supporting residents came from patient revenues, as did 67.46 percent of the funding for clinical fellows, Table 78. University-owned institutions rely on patient revenues less predominantly, with such funds supporting 69.62 percent of residency costs and 40.09 percent of the stipend/fringe benefit payments to clinical fellows, Table 79.

These same university-owned hospitals, on average, receive a greater proportion of state appropriations earmarked for housestaff expenses (10.84%) than any other institutional category except for state-owned hospitals, which receive 17.46 percent of the funds needed to support housestaff expenses from state appropriations, Table 82. It should be noted, however, that two-thirds of responding university-owned hospitals are also state-owned. State-owned hospitals rely on patient care revenues, on average, to support 60.51 percent of their residency expenses and 41.43 percent of their payments for the stipends and fringe benefits provided their clinical fellows.

Figures 4 and 5 illustrate the sources of funding used to pay the identified housestaff expenses nationwide. These figures and their complimentary table (Table 78) do not include Veterans Administration hospitals. Due to the fact that most of the nation's VA hospitals belong

to COTH and have a high response rate to this survey, the inclusion of their data would overstate and thereby distort the VA's share of the funding support, nationwide.

Table 73

Average Expenditures for Residents' Stipends and Fringe Benefits
1986-87

	Number of Hospitals	Expenditures for Residents' Stipends & Fringe Benefits	
		Mean	Median
All Responding Hospitals	353	$4,744,268	$3,071,500
Geographic Region			
Northeastern	142	4,604,547	3,556,364
Southern	73	5,778,717	3,349,947
Midwestern	100	4,048,917	2,549,600
Western	38	5,109,023	3,670,160
Affiliation Relationship			
University-Owned	56	7,363,594	7,196,098
Major Affiliate	254	4,479,043	2,771,684
Limited Affiliate	36	2,577,494	2,190,200
Hospital Ownership			
State-Owned	41	7,375,253	7,428,809
Municipally-Owned	33	6,861,519	5,628,455
Church-Owned	50	5,039,078	2,339,281
Other, Nonprofit	167	4,375,392	3,045,120
Veterans Administration	62	2,633,335	2,447,077
Hospital Bedsize			
399 or Fewer	92	3,033,084	2,284,951
400-549	100	3,575,450	2,828,000
550-699	75	5,420,135	3,070,105
700 or More	86	7,344,512	5,810,472

Table 74

Average Expenditures for Clinical Fellows' Stipends and Fringe Benefits
1986-87

	Number of Hospitals	Expenditures for Fellows' Stipends & Fringe Benefits: Mean	Median
All Responding Hospitals	113	$ 724,031	$343,814
Geographic Region			
Northeastern	56	742,774	354,372
Southern	16	666,791	331,934
Midwestern	30	663,442	198,645
Western	11	877,111	415,262
Affiliation Relationship			
University-Owned	19	1,156,099	720,645
Major Affiliate	78	691,564	328,954
Limited Affiliate	14	392,908	165,072
Hospital Ownership			
State-Owned	13	1,236,987	923,400
Municipally-Owned	7	2,024,695	837,604
Church-Owned	17	163,626	880,000
Other, Nonprofit	65	701,383	384,000
Veterans Administration	11	290,026	264,149
Hospital Bedsize			
399 or Fewer	33	400,417	235,248
400-549	23	488,165	328,954
550-699	27	639,902	544,169
700 or More	30	1,336,553	412,847

Table 75

Residents' Stipends and Benefits as a Percentage of Hospital's Total Operating Budget, 1986-87

	Number of Hospitals	Percentage of Hospital Budget	
		Median	Mean
All Responding Hospitals	317	3.4%	4.0%
Geographic Region			
Northeastern	130	3.6	3.8
Southern	64	3.3	3.7
Midwestern	91	3.0	4.4
Western	32	3.8	4.1
Affiliation Relationship			
University-Owned	48	4.8	4.9
Major Affiliate	232	3.3	4.0
Limited Affiliate	31	2.2	2.6
Hospital Ownership			
State-Owned	37	4.9	5.0
Municipally-Owned	29	4.8	8.3
Church-Owned	47	2.4	2.9
Other, Nonprofit	147	3.1	3.4
Veterans Administration	57	3.4	3.6
Hospital Bed Size			
399 or Fewer	80	3.5	4.1
400-549	92	3.3	4.5
550-699	67	3.2	3.6
700 or More	78	3.4	3.7

Table 76

Ratio of Fringe Benefits to Stipend Expenditures for Residents
1986-87

	Number of Hospitals	Mean	Median
Nationwide	347	.257	.176
Geographic Region			
Northeastern	142	.225	.194
Southern	72	.156	.146
Midwestern	97	.181	.168
Western	36	.162	.130
Affiliation			
University	56	.157	.151
Major	248	.289	.176
Limited	36	.204	.188
Hospital Ownership			
State	41	.141	.137
Municipal	33	.166	.175
Church	50	.265	.200
Other	163	.217	.190
Veterans Adm.	60	.111	.111
Hospital Bed Size			
399 or Fewer	91	.201	.165
400-549	98	.192	.180
550-699	75	.185	.176
700 or More	83	.207	.175

Table 77

Ratio of Fringe Benefits to Stipend Expenditures for Fellows
1986-87

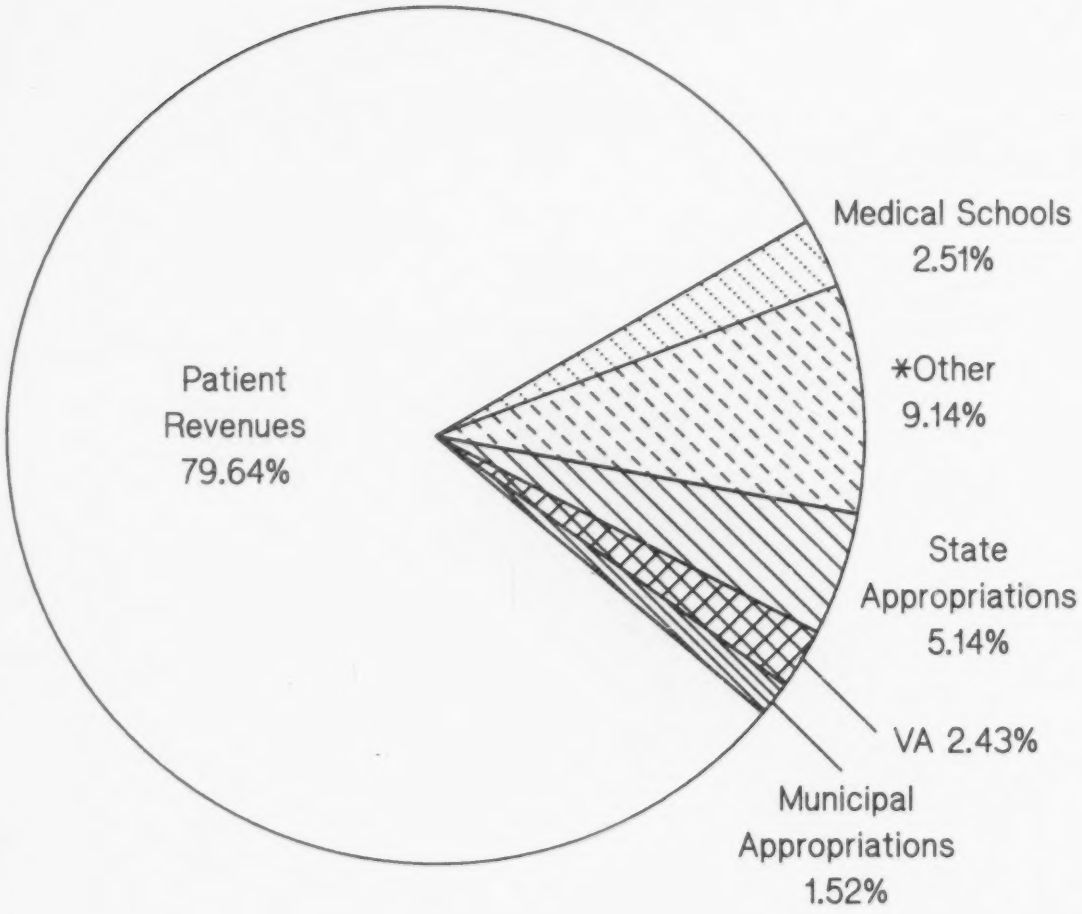
	Number of Hospitals	Mean	Median
Nationwide	111	.189	.180
Geographic Region			
Northeastern	56	.206	.200
Southern	15	.236	.150
Midwestern	29	.152	.145
Western	11	.130	.118
Affiliation			
University	19	.161	.150
Major	76	.197	.190
Limited	14	.193	.180
Hospital Ownership			
State	13	.158	.137
Municipal	7	.191	.213
Church	17	.253	.190
Other	63	.197	.190
Veterans Adm.	11	.085	.075
Hospital Bed Size			
399 or Fewer	33	.198	.188
400-549	23	.170	.174
550-699	26	.172	.180
700 or More	29	.207	.175

Table 78

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1986-87
NATIONWIDE (Excluding VA Hospitals)

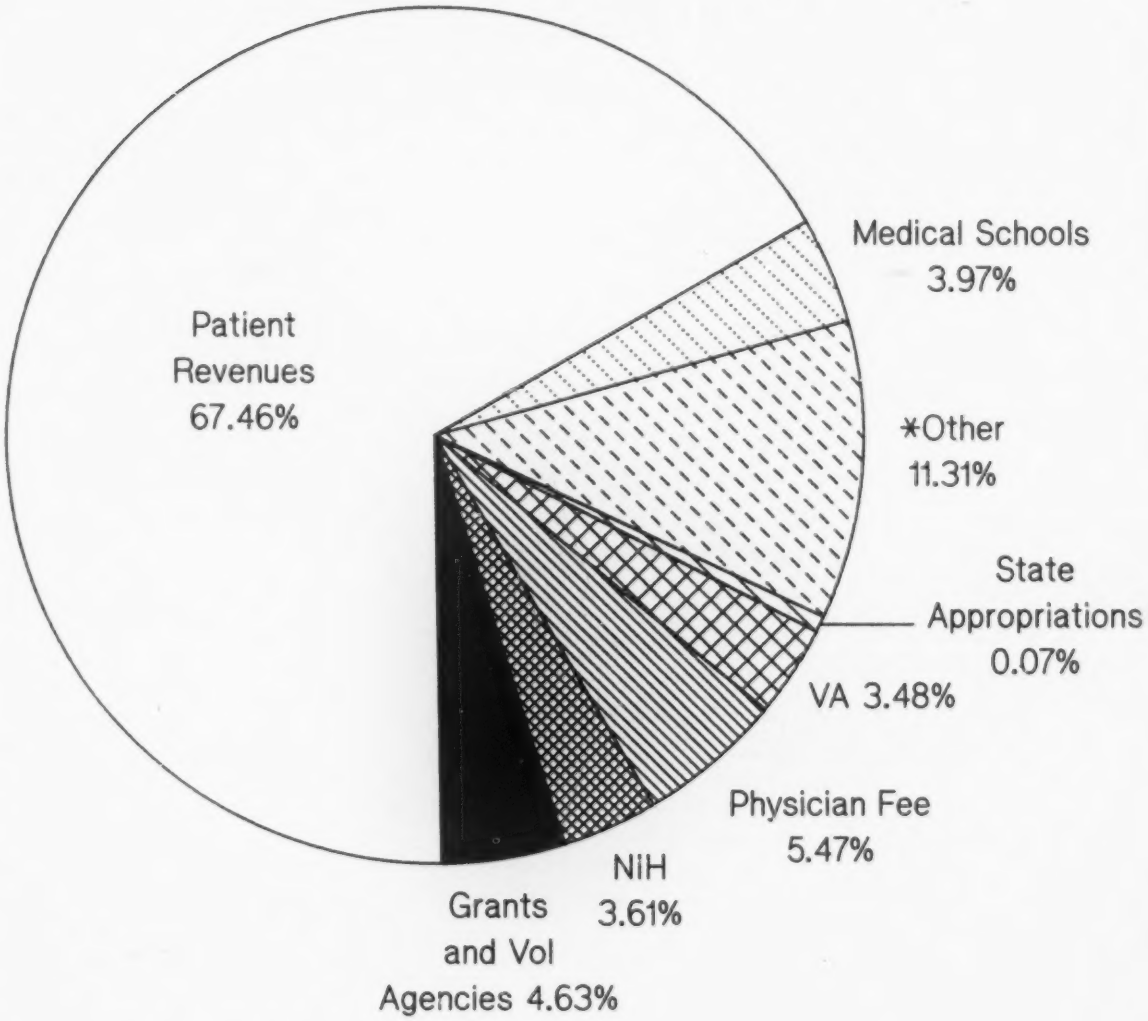
	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	79.64%	67.46%
State Appropriations Earmarked for Housestaff Expenses	5.14	0.07
Municipal Appropriations Earmarked for Housestaff Expenses	1.52	0.00
Veterans Administration Appropriations	2.43	3.48
Physician Fee Revenue	0.67	5.47
Medical School/University Funds	2.51	3.97
NIH	0.29	3.61
Other Federal Agencies	0.25	0.71
Endowment Income	0.41	0.15
Foundation Grants, Voluntary Agencies	0.29	4.63
Other	7.23	10.45
TOTAL	100.00%	100.00%
Number of Hospitals	289	97

Figure 4:
Residents Stipends and Benefits:
Sources of Funding
– Excluding VA Hospitals –
1986 – 1987



*Also includes Physician Fee, NIH, Federal Agencies, Grants and Voluntary Agencies, and Endowments

Figure 5:
Clinical Fellows Stipends and Benefits:
Sources of Funding
– Excluding VA Hospitals –
1986 – 1987



*Also includes Endowments, Municipal Appropriations, and Federal Agency

Table 79

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1986-87
UNIVERSITY-OWNED (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	69.62%	40.09%
State Appropriations Earmarked for Housestaff Expenses	10.84	0.23
Municipal Appropriations Earmarked for Housestaff Expenses	0.93	0.00
Veterans Administration Appropriations	4.26	9.75
Physician Fee Revenue	1.34	14.73
Medical School/University Funds	4.87	4.79
NIH	0.30	8.13
Other Federal Agencies	0.43	1.51
Endowment Income	0.03	0.00
Foundation Grants, Voluntary Agencies	0.40	11.09
Other	7.81	9.68
TOTAL	100.00%	100.00%
Number of Hospitals	58	19

Table 80

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1986-87
MAJOR AFFILIATE (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	82.88%	76.67%
State Appropriations Earmarked for Housestaff Expenses	2.86	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	2.44	0.00
Veterans Administration Appropriations	1.85	1.01
Physician Fee Revenue	0.42	1.85
Medical School/University Funds	1.63	4.07
NIH	0.33	1.96
Other Federal Agencies	0.19	0.43
Endowment Income	0.05	0.24
Foundation Grants, Voluntary Agencies	0.27	1.97
Other	7.09	11.80
TOTAL	100.00%	100.00%
Number of Hospitals	192	63

Table 81

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1986-87
LIMITED (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	92.28%	95.99%
State Appropriations Earmarked for Housestaff Expenses	1.81	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	0.00	0.00
Veterans Administration Appropriations	0.00	0.00
Physician Fee Revenue	0.07	0.00
Medical School/University Funds	0.36	0.00
NIH	0.00	0.00
Other Federal Agencies	0.00	0.00
Endowment Income	0.00	0.00
Foundation Grants, Voluntary Agencies	0.01	2.02
Other	6.10	1.99
TOTAL	100.00%	100.00%
Number of Hospitals	39	15

Table 82

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1986-87
STATE-OWNED

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	60.51%	41.43%
State Appropriations Earmarked for Housestaff Expenses	17.46	0.02
Municipal Appropriations Earmarked for Housestaff Expenses	0.00	0.00
Veterans Administration Appropriations	4.24	10.08
Physician Fee Revenue	1.77	20.12
Medical School/University Funds	7.28	5.24
NIH	0.39	10.48
Other Federal Agencies	0.76	3.02
Endowment Income	0.04	0.00
Foundation Grants, Voluntary Agencies	0.46	6.75
Other	7.07	2.86
TOTAL	100.00%	100.00%
Number of Hospitals	42	13

Table 83

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1986-87
MUNICIPALLY-OWNED

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	66.28%	61.93%
State Appropriations Earmarked for Housestaff Expenses	1.63	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	8.93	0.00
Veterans Administration Appropriations	1.90	0.00
Physician Fee Revenue	0.38	0.00
Medical School/University Funds	1.95	0.00
NIH	0.07	0.00
Other Federal Agencies	0.00	0.00
Endowment Income	0.00	0.00
Foundation Grants, Voluntary Agencies	0.23	0.00
Other	18.83	38.06
TOTAL	100.00%	100.00%
Number of Hospitals	34	7

Table 84

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1986-87
CHURCH-OWNED

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	93.15%	92.00%
State Appropriations Earmarked for Housestaff Expenses	1.43	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	0.00	0.00
Veterans Administration Appropriations	0.76	0.00
Physician Fee Revenue	0.02	2.06
Medical School/University Funds	0.77	0.00
NIH	0.09	0.00
Other Federal Agencies	0.00	0.01
Endowment Income	0.00	0.00
Foundation Grants, Voluntary Agencies	0.02	2.75
Other	3.76	3.18
TOTAL	100.00%	100.00%
Number of Hospitals	50	17

Table 85

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1986-87

OTHER, NONPROFIT

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	89.54%	77.60%
State Appropriations Earmarked for Housestaff Expenses	1.60	0.11
Municipal Appropriations Earmarked for Housestaff Expenses	0.12	0.00
Veterans Administration Appropriations	2.17	2.37
Physician Fee Revenue	0.42	1.96
Medical School/University Funds	0.94	5.07
NIH	0.36	2.45
Other Federal Agencies	0.15	0.12
Endowment Income	0.06	0.27
Foundation Grants, Voluntary Agencies	0.36	5.50
Other	4.27	4.57
TOTAL	100.00%	100.00%
Number of Hospitals	163	60

Appendix A

Dollar and Percentage Increases in Mean First-Year Housestaff Stipends 1970-1988

Academic Year	Mean Stipend*	Dollar Increase Over Previous Year	Percentage Increase Over Previous Year
1970-71	8,115	$ 790	10.8%
1971-72	9,198	1,083	13.3
1972-73	9,698	500	5.4
1973-74	10,114	416	4.3
1974-75	10,692	578	5.7
1975-76	11,685	993	9.2
1976-77	12,371	686	5.9
1977-78	13,145	774	6.3
1978-79	13,904	759	5.8
1979-80	14,811	907	6.5
1980-81	16,017	1,206	8.1
1981-82	17,301	1,284	8.0
1982-83	18,910	1,609	9.3
1983-84	19,868	958	5.1
1984-85	20,808	940	4.7
1985-86	21,462	654	3.1
1986-87	22,006	544	2.5
1987-88	22,747	741	3.4

*Mean stipend figures represent the projected amounts reported on each annual survey and are not revised by historical data received in the subsequent year.

Appendix B

Ratios of Residents to Beds
1986-87

	Median Ratio
Nationwide (N=352)	.210
Geographic Region	
Northeastern (N=139)	.213
Southern (N=77)	.244
Midwestern (N=96)	.181
Western (N=40)	.276
Affiliation Relationship	
University-Owned (N=55)	.523
Major Affiliate (N=252)	.189
Limited Affiliate (N=43)	.163
Hospital Ownership	
State-Owned (N=41)	.523
Municipally-Owned (N=33)	.316
Church-Owned (N=50)	.131
Other, Nonprofit (N=166)	.218
Veterans Administration (N=61)	.167
Hospital Bed Size	
399 or Fewer (N=90)	.263
400-549 (N=101)	.196
550-699 (N=74)	.190
700 or More (N=87)	.207

Appendix C

Ratios of Post-M.D. Trainees to Beds (Includes Fellows)
1986-87

	Median Ratio
Nationwide (N=241)	.246
Geographic Region	
Northeastern (N=99)	.255
Southern (N=46)	.299
Midwestern (N=72)	.223
Western (N=24)	.403
Affiliation Relationship	
University-Owned (N=41)	.661
Major Affiliate (N=167)	.226
Limited Affiliate (N=29)	.167
Hospital Ownership	
State-Owned (N=29)	.662
Municipally-Owned (N=21)	.330
Church-Owned (N=37)	.131
Other, Nonprofit (N=124)	.261
Veterans Administration (N=29)	.192
Hospital Bed Size	
399 or Fewer (N=63)	.321
400-549 (N=69)	.223
550-699 (N=51)	.200
700 or More (N=58)	.228

Appendix D

Minorities as a Percentage of Total Residents
1986-87

	Number of Hospitals Responding	Mean	Median
Nationwide	358	5.42%	2.96%
Geographic Region			
Northeastern	144	4.76	2.86
Southern	76	4.19	2.23
Midwestern	97	6.37	3.14
Western	41	7.74	4.51
Affiliation Relationship			
University-Owned	56	4.89	3.12
Major Affiliate	257	5.61	3.03
Limited Affiliate	38	4.92	1.98
Hospital Ownership			
State-Owned	42	4.62	2.84
Municipally-Owned	35	7.61	4.11
Church-Owned	50	5.33	2.95
Other, Nonprofit	170	5.07	3.06
Veterans Administration	60	5.80	0.01
Hospital Bed Size			
399 or Fewer	93	5.32	3.06
400-549	102	6.05	3.18
550-699	73	4.15	2.33
700 or More	90	5.83	3.06

Appendix E

Minorities as a Percentage of Total Residents and Fellows
1986-87

	Number of Hospitals Responding	Mean	Median
Nationwide	247	5.05%	2.67%
Geographic Region			
Northeastern	104	4.62	2.86
Southern	45	4.35	2.00
Midwestern	73	5.75	2.47
Western	25	6.05	4.14
Affiliation Relationship			
University-Owned	42	4.84	2.69
Major Affiliate	172	5.04	2.67
Limited Affiliate	29	5.35	2.20
Hospital Ownership			
State-Owned	30	3.79	2.74
Municipally-Owned	23	7.53	3.42
Church-Owned	37	5.40	2.41
Other, Nonprofit	128	4.69	2.65
Veterans Administration	28	5.65	0.03
Hospital Bed Size			
399 or Fewer	66	4.48	2.52
400-549	70	5.64	2.83
550-699	50	4.12	2.33
700 or More	61	5.75	2.78

COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

April 1987

Name of Hospital _____
City/State _____
Membership Code # _____

A. Housestaff Funding

1. What is the cash stipend per year?

Are 1987-88 stipends estimated? YES _____ NO _____

	1987-88	1986-87
1st Post-MD Year	$ _____	$ _____
2nd Post-MD Year	$ _____	$ _____
3rd Post-MD Year	$ _____	$ _____
4th Post-MD Year	$ _____	$ _____
5th Post-MD Year	$ _____	$ _____
6th Post-MD Year	$ _____	$ _____

2. Is the cash stipend the same across all *specialties*? YES _____ NO _____
If no, which specialties have stipends that are higher or lower than the figures reported above? _____

3. How many full-time equivalent (FTE) residents and fellows does the hospital have? a. Residents _____ b. Clinical Fellows _____

4. Please indicate the distribution of FTE residents and clinical fellows by post-graduate year in 1986-87.
("Residents" are defined as "trainees in programs leading to eligibility for initial board certification." "Clinical Fellows" are defined as "trainees who have completed residency training and enroll in subsequent programs leading to a certificate of special competence.")

	Number	
	Residents	Clinical Fellows
PGY 1	_____	X
PGY 2	_____	X
PGY 3	_____	X
PGY 4	_____	_____
PGY 5	_____	_____
PGY 6	_____	_____
Beyond PGY 6	_____	_____

5. What sources are used to pay the costs of 1986-87 stipends and fringe benefits for housestaff at your hospital? (If you cannot separate the data by resident/fellow, please use column 1, and check this box. ☐)

	1.) Residents	2.) Clinical Fellows
a. Patient revenues and general operating appropriations for the hospital	$ _____	$ _____
b. State appropriations earmarked for housestaff expenses	$ _____	$ _____
c. Municipal appropriations earmarked for housestaff expenses	$ _____	$ _____
d. Veterans Administration appropriations	$ _____	$ _____
e. Physician fee revenue	$ _____	$ _____
f. Medical school/university funds	$ _____	$ _____
g. NIH	$ _____	$ _____
h. Other federal agencies	$ _____	$ _____
i. Endowment income	$ _____	$ _____
j. Foundation grants/voluntary agencies	$ _____	$ _____
k. Other (specify) _____	$ _____	$ _____
l. Other (specify) _____	$ _____	$ _____
M. TOTAL	$ _____	$ _____

6. Based on the amount enumerated in question 5 above, what is the estimated total dollars to be spent on stipends and fringe benefits for housestaff in your hospital in 1986-87?

	Residents	Clinical Fellows
a. Stipends	$ _____	$ _____
b. Fringe Benefits (including FICA and other insurance)	$ _____	$ _____
C. TOTAL *(Should be the same as 5 M above)*	$ _____	$ _____

7. What percentage of the *hospital's* total operating budget is spent for housestaff stipends and benefits?

Residents _____ %
Clinical Fellows _____ %

B. Housestaff Benefits

8. What percentage of the costs for health insurance premiums does your hospital contribute?

Housestaff _____ %
Dependents _____ %

Check those health benefits covered:	Housestaff	Dependents
a. Hospitalization including inpatient physician services and major medical including at least a portion of outpatient services	_____	_____
b. Dental services	_____	_____
c. Prescription drugs	_____	_____
d. Hospital employee health service program	_____	_____

9. Please check below to indicate whether the following benefits are provided to 1st year house officers:

	Hospital Provides at No Cost	Reduced Rate	Hospital Does Not Provide
a. Life Insurance			
b. Disability Insurance			
c. Parking			
d. Housing			
e. Meals (1) when working and on call			
(2) only when on call			

10. Does your hospital offer psychiatric counseling or psychosocial support *at no cost* to housestaff? _____ yes _____ no

11. a. How many weeks of vacation do house officers receive during a year? 1) 1st year house officers: ____ 2) 2nd year house officers: ____
b. During the year, how many days may a house officer spend in off-site educational seminars? _____ days

12. Does your hospital provide on-site day care for children of residents? ____ yes ____ no
If yes, a) Cost? _____ b) Hours available? _____ c) Care available for sick children? _____ yes _____no
d) Average waiting time? _____ e) Available for medical students? _____ yes _____no
If no, is there a referral service? _____ yes _____ no
If no, is day care available for children of nurses and other hospital employees? _____ yes _____ no

13. What percentage of residents who completed their training at your hospital in 1986 elected, under the new law, to continue their health insurance coverage? _____%

14. Are the following available to residents in your hospital?
credit union _____ yes _____ no cooperative buying arrangement _____ yes _____ no

C. Other Information

15. a. On what basis do housestaff and medical students acquire malpractice coverage when rotating within the framework of an affiliation agreement? (Please indicate most frequent arrangement)

Housestaff	Medical students	
_____	_____	coverage provided by the affiliated medical school
_____	_____	coverage provided by the "lead" hospital
_____	_____	coverage provided by each hospital during the time of assignment
_____	_____	coverage provided by the practice plan
_____	_____	coverage provided by a medical education consortium
_____	_____	Other: _____

b. On what basis do housestaff and medical students acquire malpractice coverage when attending an out-of-state institution which is *not* within the framework of a formal affiliation agreement? (Please indicate most frequent arrangement)

Housestaff	Medical students	
_____	_____	coverage provided by the affiliated medical school
_____	_____	coverage provided by the "lead" hospital
_____	_____	coverage provided by each hospital during the time of assignment
_____	_____	coverage provided by the practice plan
_____	_____	coverage provided by the individual
_____	_____	coverage provided by a medical education consortium
_____	_____	Other: _____

16. Please indicate the number of house officers at your hospital who belong to underrepresented minorities.

	Black American		American Indian		Mexican American		Mainland Puerto Rico	
	1st Yr	Total	1st Yr	Total	1st Yr	Total	1st Yr	Total
Family Practice								
Medical Specialties								
Surgical Specialties								
Other Specialties								

THANK YOU.

Person to contact for questions about this questionnaire: _____
Mailing Address: _____
Area Code and Telephone Number: _____

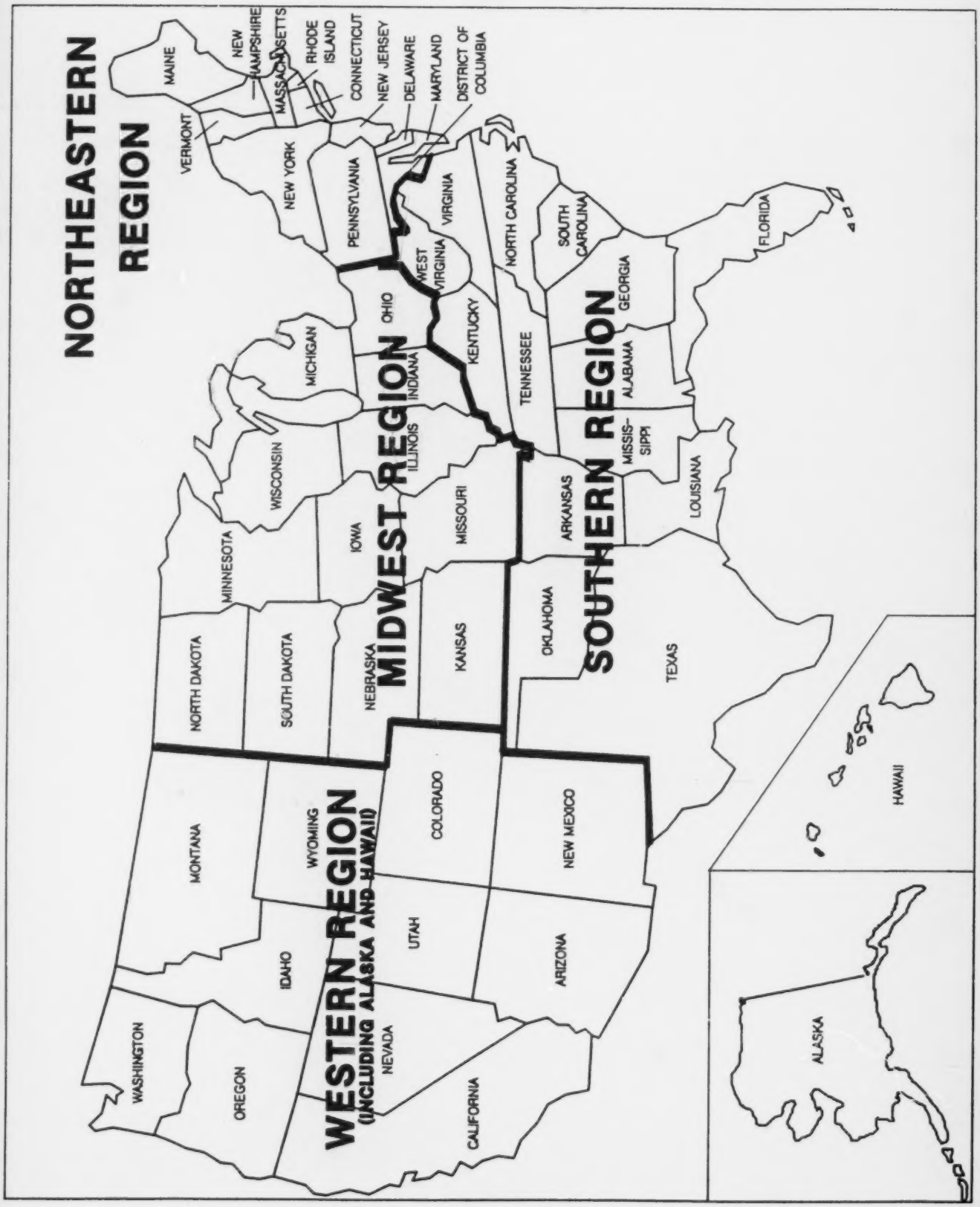
Please complete and return by *May 30, 1987* to:

Division of Clinical Services, Association of American Medical Colleges
One Dupont Circle, N.W., Suite #200, Washington, DC 20036 • (202) 828-0496

Appendix G

Response Rate for 1987 Survey of Housestaff Stipends, Benefits, and Funding

Hospital Category	Number of Responding Hospitals	Number of COTH Members	Response Rate
Total Membership	373	439	85%
Geographic Region			
Northeastern	146	174	84
Southern	79	91	87
Midwestern	105	118	89
Western	43	56	77
Affiliation Relationship			
University-Owned	59	62	95
Major Affiliate	272	318	86
Limited Affiliate	42	59	71
Hospital Ownership			
State-Owned	43	44	98
Municipally-Owned	35	38	92
Church-Owned	52	61	85
Other, Nonprofit	179	224	80
Veterans Administration	64	72	89
Hospital Bed Size			
399 or Fewer	96	119	81
400-549	107	121	88
550-699	80	93	86
700 or More	90	106	85


NORTHEASTERN REGION
MAINE
VERMONT
NEW HAMPSHIRE
MASSACHUSETTS
RHODE ISLAND
CONNECTICUT
NEW JERSEY
DELAWARE
MARYLAND
DISTRICT OF COLUMBIA
NEW YORK
PENNSYLVANIA
MIDWEST REGION
MICHIGAN
OHIO
INDIANA
ILLINOIS
WISCONSIN
MINNESOTA
IOWA
MISSOURI
NORTH DAKOTA
SOUTH DAKOTA
NEBRASKA
KANSAS
SOUTHERN REGION
WEST VIRGINIA
VIRGINIA
NORTH CAROLINA
SOUTH CAROLINA
GEORGIA
FLORIDA
KENTUCKY
TENNESSEE
ALABAMA
MISSIS-SIPPI
LOUISIANA
ARKANSAS
OKLAHOMA
TEXAS
WESTERN REGION (INCLUDING ALASKA AND HAWAII)
MONTANA
WYOMING
COLORADO
NEW MEXICO
IDAHO
UTAH
ARIZONA
NEVADA
WASHINGTON
OREGON
CALIFORNIA
ALASKA
HAWAII